

# 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-75903-DPO**

**DEADLINE FOR APPLICATIONS**

**7 August 2019**

**POST TITLE AND LEVEL**

**Chief of the Standing Police Capacity, D-1**

**DUTY STATION**

**BRINDISI**

**ORGANIZATIONAL UNIT**

**DEPARTMENT OF PEACE OPERATIONS**

**INDICATIVE MINIMUM GROSS ANNUAL**

**U.S. Dollars 137,021.00**

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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

**RESPONSIBILITIES:** The Chief of the Standing Police Capacity (SPC) works under the direct supervision of the director of the Police Division in the Department of Peace Operations (DPO). S/he leads all activities of the SPC and provides leading law enforcement advice, assistance and expertise on a wide range of international policing activities relevant to the assignments of the SPC, which is a UN Police mechanism for starting up new police components in UN peace operations as well as assisting existing operations on a continual basis. At her/his duty-station in Brindisi, the incumbent leads the overall pre-mission analysis, training and planning activities of the SPC in preparation for its assignments, in accordance with the guidelines of the director of the Police Division and in close consultation and co-operation with other relevant directors and senior staff in DPO. In the field, the incumbent acts as the interim Head of the Police Component of UN peace operations during the immediate start-up phase of new police operations, reporting to the Head of Mission or his/her relevant representative. S/he formulates and leads implementation of mandate plans and concepts of operations for UN Police. In existing UN peace operations, the incumbent makes specific recommendations and provides expert SPC advisory and technical assistance to Heads of Police Components in the development and implementation of indigenous law enforcement support activities, primarily with regard to supporting the strategic mission of UN Police, which is to build institutional law enforcement capacity in post-conflict environments. If specifically directed, s/he directs the SPC in the planning and execution of operational evaluations and assessments of UN Police operations. As a regular activity in the field, the Chief of the SPC infuses his/her senior law enforcement knowledge and know-how and provides direct advice to senior-level officials in indigenous law enforcement agencies, focusing in particular on the creation and implementation of leadership development schemes that focus on teaching law enforcement decision-making, negotiation, strategic planning, discipline, integrity and others.

**COMPETENCIES:**

**Professionalism:** Demonstrates competency for and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and focusing on achieving results. Shows pride in work and in achievements, demonstrates persistence when faced with difficult problems and challenges; excellent conceptual, analytical and evaluation skills and ability to conduct research and analysis; strong knowledge of capacity-building from the perspective of law enforcement development and other rule of law issues. Motivated by professional rather than personal concerns; remains calm in stressful situations. Ability to understand the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity with the concepts of conflict prevention, conflict resolution and peace-building. Ability to apply UN rules, regulations, policies and guidelines in work situations and prepare reports or rationale with respect to key administrative decisions. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **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. **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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

**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 senior experience in law enforcement and community safety issues 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 15 years of progressively responsible experience in national or international law enforcement or police work with currently active rank of Commissioner, Deputy Commissioner, Chief Superintendent or other rank equivalent to Major-General is required. Experience in leading and managing multi-disciplinary teams is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Peacekeeping or other international experience in the UN or other organizations is desirable.

**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 desirable.

**SPECIAL NOTICE:**

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this vacancy announcement will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations. Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts. To ensure gender representation within the Police Division, Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified female candidates.

Date of Issuance: 7 May 2019