

**Job Title:** Deputy Police Adviser (Principal Officer), D-1  
**Department/Office:** Office of the Police Adviser  
**Location:** NEW YORK  
**Posting Period:** 06/05/2019 - 05/08/2019  
**Job Opening number:** DPO/SEC1901/D-1/13

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

**Organizational Setting and Reporting:**

This position is located in the Office of the Police Adviser in the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser and shares with him the support functions of his front office.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <https://police.un.org/en>. The Police Division plans, implements and evaluates its functions through a Multi-year Strategy.

**Responsibilities:**

Under the direction of the Police Adviser and within limits of delegated authority, the Principal Officer will be responsible for the following duties:

- Supports the Police Adviser in all aspects of his/her work which allows the Police Adviser to focus more directly on issues requiring his/her strategic direction.
- Takes, active ownership for the planning implementation and evaluation of the Multi-year Strategy in close cooperation with the Chief of the Standing Police Capacity (SPC).
- Supervises the activities of the sections of the Division, and contributes to the coordination between the Sections in New York and the SPC in Brindisi, in close cooperation with the Chief of the SPC
- Supervises the Police Division's management teams ensuring coherence with the daily work of the Sections, under the Police Adviser's controlling activities.
- Provides direct guidance and support to the Heads of Police Components of peace operations and identify and respond to policy, management and operational developments, challenges and incidents.
- Acts as the focal point for the development, implementation, monitoring and evaluation of the RBB plan and the budget of the Division and assists in the preparation of all strategic and planning documents.
- Advises the Police Adviser on the police components adhere to their mandated task(s); advises and guides police components in their activities; evaluates and reviews components' progress; supervises the deployment and rotation of all police officers from their home countries to and from the mission areas; and supervises all other required administrative functions pertaining to the operations of the components and the serving police officers;
- Advises on and participates in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peacekeeping operations.
- The incumbent will be expected to work in close collaboration with inter alia the Office of Operations/DPO, Office of Military Affairs and the Department of Operational Support, Global Focal Point, Division of Policy, Evaluation and Training, and all other Secretariat Departments and UN family agencies.
- He/she will work closely with the representative of the Member States in regard to police contributions, rotations and other administrative matters.

**Competencies:**

**Professionalism:** Demonstrates professional competency in police matters at the strategic and command levels; ability to identify issues and to use sound judgment in applying expertise to identify and solve a wide range of complex issues and problems; ability to work under pressure; conceptual and analytical abilities; proven negotiation skills; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. 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.

**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.

**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.

#### **Qualification:**

**Education:** Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law or Political Science or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in police may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is also required.

**Work Experience:** A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active a rank of Commissioner, Deputy Commissioner, Chief Superintendent or other rank equivalent to Major-General. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in policy development as well as administration of police training activities is desirable. Experience in the UN peacekeeping operations is desirable.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the posts advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

#### **Assessment Method:**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

#### **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 Job Opening 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. Preference will be given to equally qualified women candidates. 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.