


United Nations

*Position requires 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 peace operations*

Post title and level	UN Police Planning Officer, P-3
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-of-Prince
Reporting to	Senior Police Adviser
Duration	12 Month (subject to final approval of BINUH's budget)
Deadline for application	22 September 2019
Job Opening number	2019-BINUH-00012-DPPA

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

RESPONSIBILITIES:

- Under the overall guidance and supervision of the Senior Police Adviser, collocated with the Director for Community Policing of the Haitian National Police (HNP), the incumbent will give his/her technical expertise as required and will be responsible for: Contributing to the substantive development and implementation of the Disarmament Dismantlement and Reintegration (DDR) program based on the community policing concept, including overall policy and legal framework, implementation strategy, operational modalities and action plans, considering national program priorities and targets;
- Providing strategic guidance on the reduction of illicit arms trafficking to support and weapons and ammunition management in support of Community Violence Reduction initiatives aiming to curb crimes including gang violence;
- Coordinating with international donors including UNCT, government and non-government agencies and participating in joint planning activities;
- Advising on UNPOL's involvement in the development of strategic planning including specialist functional and operational departments regarding the HNP capacity building and institutional reforming;
- Collaborating with other components of the Mission and stakeholders to provide a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities;
- Assisting all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options;
- Performing any additional duties as may be directed by Senior Police Adviser in fulfilment 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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised. Ability to apply technical expertise to resolve police-related issues and challenges. Strong organizational skills.

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 inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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 or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level. Extensive practical experience in police administration, organizational and resource management, strategic planning and policy development is required.

Rank: Rank required for a P-3 is Chief/Senior Inspector, Major, other equivalent or higher rank.

Languages: English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English and French (oral and written) is required.

Preference will be given to equally qualified women candidates.
Date of Issuance: 22 August 2019

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.
<http://www.un.org/en/peacekeeping/sites/police>