

# United Nations



3/21

*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*

<b>Post title and level</b>	<b>Chief of Operations, P-5</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)</b>
<b>Duty Station</b>	<b>Bamako</b>
<b>Reporting to</b>	<b>MINUSMA Head of Police Component</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>15 March 2020</b>
<b>Job Opening number</b>	<b>2020-MINUSMA-86699-DPO</b>

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

## **RESPONSIBILITIES:**

Under the overall supervision of the MINUSMA Head of Police Component, and within the limits of delegated authority, the Chief of Operations will be responsible for, but not limited to, the performance of the following duties:

- Oversee, plan and coordinate operational activities of all elements of UN Police Component, including individual police officers (IPOs) and Formed Police Units (FPUs);
- In coordination with the other pillars of the UN Police Component, assist the Head of Police Component or his/her Deputy in the formulation and implementation of the UN Police Standard Operating Procedures (SOP), Concept of Operations (CONOPS) and other operational guidance and instructions; initiate their review if necessary;
- Coordinate UN Police operational support activities with host state police, other UNPOL sections, Mission and host state national security agencies, including planning and allocation of UNPOL human, logistical and operational resources in accordance with operational needs;
- Coordinate operational support to the host state police in the maintenance of law and order through the deployment of FPU or other UN Police elements when required;
- Provide advisory support to the host state police and other law enforcement in the maintenance of law and order; organize their capacity building and training when/if required;
- Analyze trends and implications of emerging criminality and other security related issues and develop and/or recommend and advise on possible strategies and counter-measures;
- Establish and maintain efficient operational reporting system within the UN Police Component, with other Mission stakeholders and DPO Police Division;
- Coordinate the operational use of the UN FPUs throughout the Mission area and administrative and welfare support for them, on a regular basis.
- Establish a close liaison with the UN Police Sector/Region Commanders on matters of operations, safety and security in the sectors;

- Make regular assessment visits to the Sectors/Regions, team sites and UNPOL stations to inspect the overall progress of the implementation of operational plans and monitor the welfare and security concerns of UNPOL personnel on the ground;
- Establish close liaison with the Mission military component to plan joint operations, coordinate participation of UNPOL staff in Joint Operations Center (JOC), Joint Mission Analysis Centre (JMAC);
- Closely interact with the Mission Security pillar, Military component, host state police and other security institutions in regard to the maintenance of the safety and security of the UNPOL personnel;
- Provide direct management of the subordinate UN Police personnel under his/her supervision;
- Perform any other duties and assume other responsibilities as may be directed by the supervisor within the mandated tasks.

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**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 ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment; strong organizational skills; experience in the strategic 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.

**Accountability:** Takes ownership for all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

**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:** Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations planning and command, police reform, training) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience:** A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the

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field and/or national police headquarters level - required; 5 years of active managerial police experience with practical involvement in operational planning, commanding police operations (including with formed police units use), policy development - required.

Practical direct experience in commanding at regional or at state level, police infrastructures/pillars – highly desirable. Experience in one or few of the following areas is desirable: crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank.

**Languages:** Proficiency in French and English languages (both oral and written) is required.

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Preference will be given to equally qualified women candidates.

**Date of Issuance:** 24/01/2020

*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.*