

# United Nations



*Job Description for position requiring official secondment from national governments of Member States of the United Nations Organization in the area of*

<b>Post title and level</b>	Police Adviser (Strategic Advice and Coordination), seconded - non-contracted
<b>Organizational Unit</b>	United Nations Assistance Mission in Somalia (UNSOM Special Political Mission)
<b>Duty Station</b>	Field offices in Somalia (Kismayo, Baidoa, Beletweyne, Jowhar, Dhusamareb and Garowe) as per operational needs
<b>Reporting to</b>	UNSOM Police Commissioner through the established chain of command
<b>Duration</b>	12 months (possibility to extend under specific conditions)
<b>Deadline for applications</b>	06 April 2020

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

## **RESPONSIBILITIES**

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Section and/or Head of Field Office and within the limits of delegated authority, the UN Police Adviser for Strategic Advice and Coordination will be responsible for, but not limited to, the performance of the following duties:

- Support the development, review and implementation of police reform and development plans (such as the Somali police plans and the Joint Police Programme) by advising, coaching, mentoring and to the extent possible co-location.
- Provide advisory support to the Somali police in the formulation and implementation of internal procedures and mechanisms to enable the delivery of basic policing services to the targeted community.
- Provide advice to Somali police on countering crime including sexual and gender-based violence.
- Support stakeholders through strategic policy advice on peacebuilding and State-building, including on: police reform within the framework of the United Nations Global Focal Point arrangement; and developing an appropriate policing system as part of the development of a federal system, the constitutional review process and preparations for elections.
- Assist the Federal Government of Somalia in coordinating international donor support to Somalia's policing sector, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- Develop and maintain collaborative relationships with the African Union Mission in Somalia focal points, especially in relation to AMISOM's support to operational policing activities.
- Support the Somali Government-led inclusive political process, in particular with regards to strengthening the rule of law, including the development of a federal justice system and implementation of Somalia's New Policing Model in line with the Comprehensive Approach to Security.

- Participate in the training need analysis aimed at the identification of local police and other law enforcement's capacity gaps and deficiencies, particularly in relation to developing police leadership and management and in improving the delivery of basic policing services to local communities.
- Advise the Somali police on infrastructure administration and support in the relevant area of expertise through observation and guidance, assisting in improving their skills and knowledge to adopt best practices.
- Provide advice to Somali police in the development of long and short-term strategies in the areas of procurement, logistics, asset management, budgeting, strategic financial planning, payroll systems, financial auditing, weaponry, information technology, communication, public information etc.
- Perform other duties as may be required by the UNSOM Police leadership within the framework of mandate implementation especially in connection to the specific subject matter expertise.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 10 years of relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring,

conflict management, technical support; training experience in one of the above areas is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the listed areas is an advantage. Experience in a command or strategic level position with exposure to one or more of the following subjects is an advantage: oversight, Human Rights, weapons and ammunition management, electoral security, anti-corruption, human resources, logistics, finance, diplomatic police, border management, special operations, crowd-and-riot-control, gender and/or countering serious and organized crime.

**Languages:** For the post advertised, fluency in oral and written English is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in the candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

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

In accordance with the UN 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 abovementioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.