

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 peacekeeping operations*

Post title and level	Police Commissioner, D-2
Organizational Unit	United Nations Mission in the Republic of South Sudan (UNMISS)
Duty Station	Juba
Reporting to	Special Representative of the Secretary General in UNMISS
Duration	12 Month (extendible)
Deadline for application	30 June 2020
Job Opening number	2020-UNMISS-82326-DPO

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

RESPONSIBILITIES:

In compliance with the mission mandate and under the supervision and substantive guidance of the Special Representative of the Secretary General (SRSG), the Police Commissioner will be responsible for the operational oversight of the UN Police component's activities related to the Mission mandate implementation, and will:

- Function as the principal advisor to the SRSG on all pertinent policing matters in the support of the mandate.
- Direct all efforts of the UNPOL component of the Mission in Protection of Civilians, in particular protection of women and children in support of SCR 2187.
- Deter violence against the civilians; undertake a complete review of UNPOL activity in particular proactive deployment and active patrolling in Protection of Civilians (POC) sites.
- Oversee the contribution of UNPOL to the implementation of the Mission Wide Early Warning Strategy, including a coordinated approach to information gathering, monitoring, verification, early warning and response mechanisms including preparation for further potential attacks against UN personnel and facilities.
- Supervise and facilitate public safety within the UNMISS POC sites and ensure their general security.
- Oversee the creation and implementation of strategies to foster secure environments for the safe and voluntary return of the internally displaced persons (IDPs) and refugees.
- Ensure operational coordination with the South Sudan National Police Service (SSNPS) in relevant and POC related tasks.
- Support the Human Rights Division in the monitoring, investigation and verification of abuses of Human Rights and International Humanitarian Law.
- Maintain situational awareness regarding all aspects of SSNPS activity and previous UNPOL involvement to facilitate UNPOL Mission agility should the Mission mandate change.
- Should the UNMISS mandate change, facilitate the provision of advice and assistance to SSNPS leadership in the development of short, medium and long term plans and programs for the reform, restructuring and the strengthening of the capacity of SSNPS including in strengthening its long term strategic reforms, based on planning, budgeting and performance measurements.
- Assist SSNPS in developing oversight and accountability mechanisms so as to strengthen public confidence in the SSNPS in event of mandate change.

- When mandate permits, support the SSNPS in institutional development efforts, in conjunction with other mission components and international and bi-lateral partners.
- Ensure the formulation and harmonization of UN Police Work Plans in accordance with the mission mandate and concept of operations (CONOPS) and regularly review and monitor their implementation.
- Regularly consult and collaborate with UN agencies present in the Mission area, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate.
- Provide necessary overall oversight of and guidance in regard to all UNPOL activities related to mandate implementation and Results Based Budgeting including the development of work plans and Result Frameworks in line with the mission specific mandate implementation plans, and ensure timely submission of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations.
- Ensure proper utilization of all available police resources including the formed police units, for efficient mandate implementation.
- Manage, guide, develop and train staff under his/her supervision.
- Supervise and help in developing the skills, competencies and experience of all subordinate staff that the Mission may determine to hire to directly support the work of the Police Component.
- Make proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers' background, expertise and experience and in compliance with the UN Police Strategic Guidance Framework, and in alignment with principles of respect for diversity, as well as geographic and gender balance.
- Regularly consult and collaborate with the Mission Force Commander on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents.
- Ensure liaison with the UN Military, DSS, other relevant components of the mission, local law enforcement and security agencies of South Sudan regarding the safety and security of the UN Police.
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police Component;
- Performs other duties as are consistent with the mandate outlined by the relevant Security Council Resolutions and as may be required by the SRSR/DSRSG, relating to the management of UN Police Component.

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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. In-depth knowledge of police procedures and management; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others. Understands theories, concepts and approaches relevant to democratic policing, law enforcement. Possesses ability to apply technical expertise to resolve police related issues and challenges. Strong managerial and analytical skills combined with good judgment.

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 of 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; supports subordinates, provides oversight and takes responsibility for delegated assignments; 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.

Judgment/Decision-making: identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

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 (preferably in law enforcement), or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Formal specialized advance training for command/senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: Candidate must be in active police service possessing a minimum of 15 years (17 years in absence of advanced university degree) of progressive and active policing service/experience at the field or national police headquarters level – required; 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, crime management, police administration and police training and development; police human and/or financial resources management - required. Practical command experience of running a department or a region or a state level police unit – required. Practical operational experience in public order management with the use of crowd control or formed police units is desirable. Previous UN or international experience is an advantage.

Rank: Police Commissioner, Chief of Police, Deputy (Assistant) Inspector General, equivalent to the rank of Major General in the military or higher rank.

Language: Fluency in spoken and written English is required. Knowledge of a second UN language (Arabic) is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 7 April 2020

In accordance with the 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.