

United Nations

*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 peace operations and subject to the approval of United Nations General
Assembly and renewal of the UNITAMS' mandate.*

Post title and level	Accountability/Investigation Adviser (non-contracted)
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS)
Duty Station	Throughout the Mission according to operational requirements
Reporting to	Head of Police Component through the established chain of command
Duration	12 Month (extendible)
Deadline for applications	10 December 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 UNITAMS Police component and within the limits of delegated authority, the Accountability Adviser will be responsible for, but not limited to the performance of the following duties:

- Provide expert advice and assistance to the SPF in reviewing and drafting code of conduct, as well as disciplinary rules and regulations in alignment with international standards.
- Provide advisory support in establishing effective and efficient mechanism of SPF's accountability to public, including campaigns aimed at interaction of SPF with communities, establishing hot-line, open-door events, establishing reporting of SPF leadership on SPF activities, successes and challenges, including through the community policing mechanisms.
- Provide advisory support to the SPF personnel at appropriate level on the entire spectrum of crime investigation process in regard to the investigation of offences and crimes committed by SPF, including but not limited to crime scene management, collection and use of evidences, interviewing all categories of participants of investigation process, ensuring appropriate recording of all measures taken, preparing the case for court, etc.
- Facilitate capacity building of SPF on investigating of organized crime, forensic, information gathering, crime mapping and crime analysis and crime investigations.
- Assist the SPF in the development and implementation of capacity building programs/projects in the area of crime investigation, protection of civilians as required, including serious and transnational organized crime.
- Ensure that a comprehensive approach is adopted on all matters pertaining to protection of civilians (POC) in order to effectively leverage resources within the Mission for POC objectives as defined in the SPF POC strategy. Provide appropriate advisory support to SPF in this regard, to ensure that POC concerns are adequately addressed through the Mission operations.
- Identify opportunities for SPF authorities to strengthen their criminal legal framework enabling the conduct of special tactics during the investigation phase.

- In coordination with the Capacity Building Coordinator, support SPF in the design and implementation of training strategies aiming at reinforcing discipline at all levels, as well as leadership and management skills of hierarchical layers.
- Monitoring SPF's activities in regard to the implementation of conduct and discipline, rules and procedures, and determines/recommends realignment when necessary.
- Assisting in creation of an environment conducive to the respect of standard of conduct and ethics.
- Provide appropriate expert support to the SPF in building capacity within the Criminal Investigation Divisions (CID) to keep crime records, statistics, fingerprinting, evidences, and make proper analysis of SPF officers' misconduct to guide its prevention.
- Identify training requirements and assist in the development of training curriculum related to investigation and accountability, organized crime, forensic, information gathering, crime mapping and crime analysis.
- Advice in developing capacity of SPF on impunity, HR compliance in responses to addressing issues of civilian protection and investigation structures and expertise.
- Provide expert advice on creation and maintenance of misconduct data base, carrying out appropriate analysis and determining trends.
- Advise and assist in the establishment of specialized units within the appropriate pillars to deal with certain areas of SPF crime management.
- Provide advisory support to the SPF on coordination of CID activities with relevant crime prevention units, particularly in the area of community policing, implementation of crime prevention programs and maintaining good working relations with local communities.
- Identify opportunities for SPF authorities to strengthen their criminal legal framework enabling the conduct of special tactics during the investigation phase.
- Assist with fund raising for the implementation of capacity building initiatives for CIDs in the area of countering crimes and offences committed by SPF.
- Perform any other duties as assigned by the Police Commissioner or his/her designee in fulfillment of the mission 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. 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.

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.

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.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in crime management, criminology, crime analysis, criminal intelligence or related field is desired.

Work Experience: A minimum of 7 years of active policing investigative experience in national or international law enforcement is required, including at least 5 years in the areas of crime management, conduct and discipline, internal affairs or professional standards. Experience in gathering and analyzing information, coaching, training, project management and protection of civilians is desirable. Experience in UN peacekeeping missions or other international organizations are desirable.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

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 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.

Preference will be given to equally qualified women candidates.

Date of Issuance: 5 November 2020

<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 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.