

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	Community Policing/SGBV 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:

In compliance with the mission mandate and under the authority of the direct supervisor within the organizational structure of the UNITAMS Police Component and within the limits of delegated authority, the Community Policing/SGBV Adviser will be responsible for, but not limited to the performance of the following duties:

- Establish close liaison with the SPF, community, and authorities to enhance building of mutual trust and spirit of cooperation among all stakeholders.
- Assist in building confidence in the local communities and in Internally Displaced Persons (IDPs) camps, where applicable, through community policing initiatives and support the development of robust monitoring and reporting procedures for the traditional governance system and to facilitate reconciliation and operationalization of community policing initiatives at States level with emphasis on investigation of sexual and gender-based violence (SGBV).
- Assist, support and coordinate the recruitment and selection of Community Policing Volunteers through training on community-oriented policing including for community committee members.
- Facilitate training and advising the Sudan Police Force (SPF) on methods and techniques in community-based policing, investigation of SGBV, and addressing human rights issues, including the right of detainees at all levels of SPF.
- Support the SPF training on operational planning for physical protection of civilians, early warning and quick response mechanisms.
- Coordinate with SPF on programme implementation and evaluation and facilitate the implementation of joint programme planning initiatives for SPF capacity building in the area of community policing and investigation of SGBV cases.
- Support SPF in establishing the community policing and SGBV focal points and specially oriented pillar(s) within the SPF at State level.
- Coordinate the establishment/monitoring of early warning tools and processes, including through community liaison and alert systems.
- Analyse, develop, and implement a strategic training plan for the SPF, particularly with reference to community policing, SGBV investigation, training strategies and mentorship for the local police on

the concept of community policing.

- Advise and create awareness programmes, community sensitization sessions and thematic workshops for SPF on community policing, information gathering and sharing, crime prevention techniques including establishment of community committees and neighbourhood watch schemes for enhancement of safety and security by Sudan Police Force in collaboration with local stakeholders and UN Agencies.
- Assist in improving the image of the local police through implementation of objectives for change and police reforms at the Community Police Centres at state levels.
- 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.
- Facilitate the implementation of victim support programs by the SPF; monitor and follow up on the SGBV cases, including those related to the conflict.
- Ensure appropriate reporting on all activities related to the community policing initiatives and building SPF's capacity in the area of investigation and prevention of SGBV.
- Perform any other duties as assigned by the Police Commissioner or his/her designee in fulfilment 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. Ability to formulate crime prevention and reduction strategies, Ability to provide advice in problem solving.

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 or specialized training in law, law enforcement, policing management, public administration, community development is desired.

Work Experience: A minimum of 7 years of active policing experience in national or international law enforcement is required including 5 years of direct experience in community policing, prevention and investigation of sexual and gender-based violence, including but not limited to specific community policing

programs implementation and protection of civilians especially in the work of community policing committees, planning and implementation of community safety related initiatives, coordination of community related activities with various stakeholders, crime scene management, crime victim support, protection of vulnerable groups, gender mainstreaming. Practical experience in crime management and crime prevention, project and program management, policy/guidelines development, planning, gap analysis, capacity building, training/coaching is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the area of community policing is an advantage.

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 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.