



United Nations

*Job Opening for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Police Commissioner, D2/D1
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	Senior Police Leadership Roster
Reporting to	Head of Mission (directly or through the established chain of command)
Duration	Up to 12 Month (extendable)
Deadline for applications	30 July 2021

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission (HoM) or his/her designee, the incumbent will be responsible for advising the HoM on all matters related to police and supporting the host-State in attaining responsive, representative, and accountable national police services that undertake gender- and environmentally responsive, evidence-based policing to protect and empower their communities in line with international human rights and humanitarian norms. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare and discipline of all personnel assigned to the United Nations Police component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the United Nations Police Commissioner will be responsible for the following duties: *(These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.):*

- Advise the HoM and other representatives of United Nations mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation;
- Advise and assist the national senior leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advise the HoM on matters relating to the assistance/support requirement needs for the development of the national police of the host country in line with the United Nations Police Strategic Guidance Framework
- Lead and manage the development and implementation of the capacity enhancement and overall institutional development plans for the host-State national police through a wide-ranging consultation process engaging international and national partners;
- Assist the national authorities in the development of police operational plans to enhance law and order and public security provisions in the mandate and operationally support in their implementations;
- Provide advice and guidance to national authorities on the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource

management, performance management and staff training;

- Assess the needs of the host-State police in close coordination with national actors, United Nations system partners and contributes to the development of bilateral aid/support proposals;
- Provide overall oversight and guidance in regard to all United Nations Police operational activities within the framework of the mission's mandate;
- Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
- Guide and support the development and implementation of comprehensive training initiatives, including the development and implementation of a host state-State national training framework, policy and programs for all levels of police staff;
- Regularly consult and collaborate with United Nations agencies, international and national NGOs, judicial affairs officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the United Nations mandate;
- Coordinate all United Nations activities related to police reform and provides necessary guidance to national and international staff in the Mission;
- Participate in Mission senior management team meeting and contributing towards the smooth operations of the mission;
- Supervise and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the United Nations Police component;
- Make proposals to the Police Division on the skill set and qualification of the United Nations Police component personnel required for the efficient implementation of the United Nations Police mandate. Ensure knowledge management and organizational learning of the UN Police component.
- 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 principles of respect for diversity, as well as geographic and gender balance.
- Regularly consult and collaborates with the head of the mission's military component 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;
- Coordinate with and support the field offices of the United Nations agencies such as United Nations Office of the High Commissioner for Refugees, United Nations Office of the High Commissioner for Human Rights, Office of Disarmament, Demobilization and Reintegration and other relevant components and Mission pillars in relation to police monitoring, development of accountability mechanisms and staff training;
- Perform other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HoM, 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. 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; strong organizational skills; experience in the 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.

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization’s strategy and the work unit’s goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced university degree (Master’s or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, social sciences, international relations or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. 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: A candidate must be in active police service possessing minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level, including 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management and police administration. Practical direct experience in commanding a regional or a state level police infrastructure, or heading a department at national police HQ level - required. Experience in police human and financial resources management, police training and development, change management, reform and restructuring – highly desirable. Previous UN or international experience is an advantage.

Rank*:

- Rank required for a D-2 is Police Commissioner, Inspector General, Chief of Police, other equivalent to the military rank of Major General or above.
- Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other equivalent to Brigade-General in the military or higher rank.

Languages: Depending on the peace operation of deployment, fluency in English (in English speaking missions), French and English (in French speaking missions), both written and oral, is required. Some missions may require fluency in additional language. Knowledge of another UN official language is an advantage.

Since the fluency in English (written and oral), is required both for English speaking and French speaking

missions, assessment for the Senior Police Leadership Roster will be carried out in English.

Preference will be given to equally qualified women candidates

Date of Issuance: 12 May 2021

***Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

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.