



# United Nations

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

<b>Post title and level</b>	<b>Senior Police Adviser, P5</b>
<b>Organizational Unit</b>	<b>United Nations Peacekeeping Operation or Special Political Mission</b>
<b>Duty Station</b>	<b>Senior Police Leadership Roster</b>
<b>Reporting to</b>	<b>Head of Mission (directly or through the established chain of command)</b>
<b>Duration</b>	<b>Up to 12 Month (extendable)</b>
<b>Deadline for applications</b>	<b>30 July 2021</b>

**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 Senior Police Adviser (SPA) acting as a Head of Police Component, will be responsible for advising the Head of Mission 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 SPA 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 SPA will be responsible for, but not limited to, the performance of the following duties (*These duties may vary depending on the mission's mandate. Therefore, the SPA may carry out most, but not all, of these functions.*):

- Provide advice to the (HoM) on all police and other law enforcement related issues, in the framework of the mission mandate implementation.
- Provides strategic advisory support and assistance to host-State authorities, in coordination with United Nations agencies, funds and programmes, international community, donor community and civil society, as well as other stakeholders, in undertaking a full assessment of the needs of the host-State Police Service; in developing a comprehensive, strategic reform, restructuring and rebuilding plan, as well as its implementation framework.
- Contribute to the development, review and implementation of specific project proposals in support of holistic and sustainable reform, restructuring and rebuilding initiatives, in coordination with bi-lateral and multi-lateral partners and development agencies;
- Guide and support the development and implementation of comprehensive training initiatives, including the development and implementation of a host-State national training framework, policy and programs for all levels of police staff.
- Contribute to the development of mechanisms to address the particular needs of vulnerable persons and provide advisory and organizational support to the host state police's training in human rights and gender issues.

- Oversees the management of all activities undertaken by the United Nations Police component, assigning tasks and duties to the deployed police officers according to their skill sets and ensuring that all duties are carried out in a timely fashion and in accordance with UN rules and regulations. Ensure knowledge management and organizational learning of the UN Police component.
- Ensure the welfare and discipline of all the personnel of the United Nations Police component according to the UN standards, principles and core values.
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Ensure close liaison with the United Nations Military component, Mission representatives of the Department of Safety and Security (DSS) and relevant host-State national agencies regarding the safety and security of all United Nations Police deployed to the mission area; oversee the development of evacuation plans for the United Nations Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the United Nations Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- Make proposals to the United Nations Police Division on the skill set and qualification of the United Nations Police component personnel required for the efficient implementation of the Mission mandate.
- Ensures timely and transparent staffing of positions within the United Nations 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.
- 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 police.

### **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, law enforcement, police management, security studies, criminal justice, business or public administration, human resources management, change management, or other relevant field. A first-level university degree in combination with qualifying experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is required.

**Work Experience:** A candidate must be in active police service possessing minimum of 10 years (12 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level; 7 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 P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent 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.

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**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.**