



# SENIOR POLICE LEADERSHIP ROSTER



## Background

The recent Secretary-General reports and Security Council resolutions on UN policing (S/RES/2185 (2014), S/RES/2382 (2017), S/2016/952, S/2018/1182, A/74/223), the OIOS Audit of Recruitment of United Nations Police, C-34 reports, and United Nations Chief of Police Summits emphasize the importance of selecting the highly skilled and capable leaders for United Nations Police leadership positions.

The recruitment of the leaders of the United Nations Police components often faces serious challenges, including gaps in succession planning, which affects mandate implementation. Therefore, the Police Division established internal Senior Police Leadership Roster as an efficient and fast-paced mechanism for the recruitment of senior command staff for United Nations Police components for the field missions.

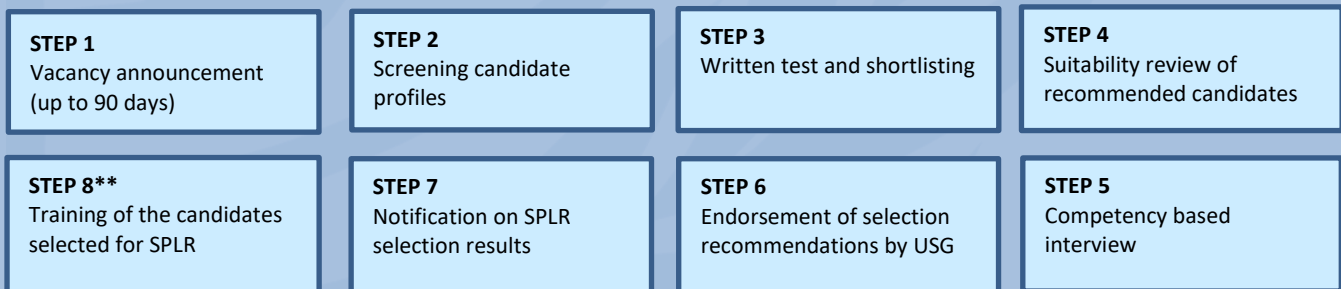
## Main objective

The main objective of Senior Police Leadership Roster of Police Division (SPLR) is **to create and maintain a pool of a sufficient number of pre-selected senior police officers** who can be deployed to a United Nations peacekeeping or special political mission for a period of at least 6 months within 8 weeks upon request. This pool will be created through an effective pre-screening and selection mechanism, in cooperation with other United Nations entities, and in close coordination with Member States.

## Targets

- Immediate filling the leadership vacancies in United Nations Police components in peacekeeping and special political missions and the Police Division;
- Identifying senior police officers who possess strong language skills;
- Improving the representation of women in senior leadership;
- Ensuring a fair national balance and recruiting candidates who are well aware of the specific context of field operations.

## Implementation cycle



## Gender representation

The batch of SPLR nominations from Member States for participation in the SPLR selection campaign should comprise at least 25% of female candidates according to the United Nations Police Gender Action plan

## SPLR validity

24 months from the first day of the month following the date of SPLR endorsement by the Under-Secretary-General for Peace Operation.

## Posts and levels covered

- |                              |        |
|------------------------------|--------|
| • Senior Police Adviser      | P5     |
| • Deputy Police Commissioner | P5-D1  |
| • Police Commissioner        | D1-D2* |

## Current languages requirements in PKOs

- Arabic
- English
- French
- Spanish

## Origin of nominations

- Senior Officers from nations police agencies
- Former Heads of UN Police components
- Qualified participants of Senior Female Police Leadership Courses

**Must be nominated by the national authorities**

\* Although for the level of D-2 there is no formal roster as per UN Staff Selection System, the successful police candidates for the posts at D-2 level, will also be added to the Police Division's pool of qualified candidates for senior posts, but their appointment will be subject to additional assessment. They are also eligible for the senior posts at P5 and D1 levels.

\*\* The selected candidates may be invited for the United Nations Police Commander Course (UNPCC)