

United Nations

Profiles and skill sets for Individual Police Officers (IPOs) to serve with MINUSMA

Post title and level	Individual Police Officers (IPOs)
Organizational Unit	United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)
Duty Station	Bamako and Regions of Mali
Reporting to	Police Commissioner
Duration	12 Months (extendible)

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

SKILL SETS FOR INDIVIDUAL POLICE OFFICERS (IPOs):

Responsibilities: MINUSMA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. Under the guidance and supervision of the Police Commissioner, the Individual Police Officers (IPOs) will be responsible and accountable for the following duties:

- To support national and international efforts towards rebuilding the Malian security sector, especially the Police and Gendarmerie through technical assistance, capacity-building, co-location and mentoring programmes, as well as the rule of law, within its capacities and in close coordination with other bilateral partners, donors and international organizations engaged in these fields.
- To monitor, help investigate and report to the Head of the Police Component on any abuses or violations of human rights or violations of international humanitarian law committed throughout Mali and to contribute to efforts to prevent such violations and abuses;
- To monitor the Malian Police and Gendarmerie about the arrest all perpetrators of serious violations and abuses of human rights and serious violations of international humanitarian law are held accountable;
- To contribute the Malian Police and Gendarmerie by creating a secure environment for the safe, civilian-led delivery of humanitarian assistance, in accordance with humanitarian principles, and the voluntary return of internally displaced persons and refugees in close coordination with humanitarian actors;
- To support Malian authorities in the stabilization of large cities, particularly in the North.
- To support the organization and conduct of local elections for free, fair and transparent elections.
- To support with the implementation of the Agreement for peace and reconciliation in Mali.
- Protection without prejudice in collaboration with the Malian authorities, civilians under imminent threat of physical violence, within their capabilities.
- Protection of Personnel, Facilities, Installations and Equipment of the United Nations.
- Support for national and / or international justice.

1. MANAGEMENT

- Supervision/command of police units (Officers to rule UNPOL sectors and units)
- Institutional building (In view of the challenges identified, institutional building will be a critical support that UNPOL will have to provide to the Malian Police and Gendarmerie).
- Police reform and restructuring: Due to the lack of an overarching reform strategy for the Malian Police and Gendarmerie, the Police component will recruit officers with the required profile in this critical area.

- Project/Programme management : Officers with ability to identify and develop projects;

2. ADMINISTRATION

- Human resources management: Officers with ability to manage personnel and administration of the police component, but also to support the enhancement of the management of the Malian Police and Gendarmerie;
- Police infrastructures administration: Officers with ability to assess the infrastructure of the MSF and provide costings;
- Logistics, asset management ;
- Internal affairs, Quality control and audit;
- Legal support, drafting of policies and guidelines: Officers with ability on legal and related issues;

3. POLICE OPERATIONS

- Planning and implementing police operations such as elections security, public order management through the training and advising;
- Public order management: Officers with the required skills in training and mentoring.
- VIP protection : For training and advising
- Traffic policing: For training and advising
- Airport safety and security
- Special Police: SWAT, Rapid reaction Unit, counterterrorism through the training and advising.
- Migration and Border Security;

4. CRIME MANAGEMENT/CRIME PREVENTION

- Criminal investigations (serious international crimes, fraud, homicide, burglary, SGBV, etc.)
- Criminal records/data base management
- Crime/data analysis, crime trend recognition
- Counterterrorism
- Transnational organized crime, INTERPOL, illicit trafficking in drugs, weapons, human beings
- Criminal intelligence analysis and management
- Forensic, including, crime scene and evidence preservation, fingerprints, ballistics, firearm examination, handwriting and fraudulent documents identification, money counterfeiting
- Community policing

5. TRAINING

- Training development and management
- Curriculum and training plans development
- General training: As per the request of the MINUSMA mandate, the Police component will need resources to deliver training in the following areas: Basic training, advanced and leadership training, general policing, Forensics, Intelligence gathering and analysis, criminal investigations; Crime management/analysis; Counter-terrorism; organized crime; SGBV; Community policing; Tactical training: self defense;

6. Work Experience: Minimum of 5 years of progressive and active policing service/experience both at the field and national police; with extensive strategic planning and management experience in areas such as operations, human rights, International Humanitarian Law and crime management, administration and training and development, reform and restructuring or related field;

7. LANGUAGES: French and English are the working languages of the UN. For the post advertised, fluency in oral and written French is required. Knowledge of English and Arabic is an advantage. In addition, previous service in peacekeeping will be an asset.