

United Nations

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

Post title and level	Police Adviser (Capacity Building) (seconded, non-contracted).
Organizational Unit	United Nations Assistance Mission for Somalia (UNSOM).
Duty Station	Mogadishu with travel within the Mission area.
Reporting to	UNSOM Police Commissioner through the chain of command.
Duration	12 Months (with the possibility of an extension).
Application Deadline	31 July 2022

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

RESPONSIBILITIES

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Section and within the limits of delegated authority, the UN Police Adviser (Training/Capacity Building) will be responsible for, but not limited to, the following duties:

- Support the Somali Government-led inclusive political process in strengthening the rule of law, including the development of a justice system and implementation of a federated policing system in line with the Comprehensive Approach to Security.
- Ensure that the UNSOM strategic priorities (governance and state building, security and the nexus approach) are driving the UN's programmatic interventions on policing in Somalia.
- Provide high-level advice and support to the co-chairs of the Police Professional Development Board (PPDB) including the provision of secretariat services to the PPDB.
- Support the Somali Police to plan and coordinate police training programs in line with Somalia's New Policing Model, taking into account past and future police related support activities.
- Adapt program implementation to new requirements in consultation with key stakeholders.
- Conduct training needs assessment and develop strategic plans to address identified needs.
- Coaching and advising senior Somali police and stakeholders that implement training programs.
- Develop and maintain partnerships with other actors in the security sector (justice, military, intelligence services, custodial corps) and international partners on matters of training.
- Provision of high-quality reporting, feedback and monitoring of police training related issues.
- Reporting and maintaining records of all training activities and functions.
- Assisting in the development of inclusive training programs related to the provision of policing services to local communities with appropriate consideration to gender and to vulnerable groups.
- Develop and maintain collaborative relationships with the African Union Transition Mission in Somalia focal points, especially in relation to ATMIS's support to police training activities.
- Perform other duties as tasked by the Police Commissioner or supervisors especially in connection to the subject matter expertise.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; demonstrates good

judgment in the context of assignments given. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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; 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 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. 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. Specialized training in training design, strategic planning, or project management, is an asset.

Work Experience: A minimum of 5 years of relevant experience in police or other national law enforcement is required. Experience in project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management and technical support is highly desirable.

Experience from high-level coordination of a range of police and non-police stakeholders is highly desirable, and experience in working in a supervisory level at a regional or national police training institution including planning, project management or evaluation is an advantage.

Special political mission, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage. Previous working experience from the Horn of Africa is highly desirable.

Experience in a command or strategic level position with exposure to police reform and development or police training is an advantage. Familiarity with federated police models is an advantage.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of Somali language is an advantage.

Assessment for Mission Service: All candidates from SAAT hosting MSs 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 (only applicable for Non-SAAT hosting Member States). 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.

MISCELLANEOUS:

UNSOM Police Section Leadership is committed to maintaining gender parity and strongly encourages Member

States to nominate qualified male and female candidates.

Member States are encouraged to nominate candidates who are available to serve for at least two years (depending on performance and operational needs).

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

All candidates are required to fill in a job-fit questionnaire.

Date of Issuance: 26 June 2022

<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the new 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.