

<b>Position Name:</b> Head of Police Unit	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> UAO 061	<b>Location:</b> Kyiv	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Law Enforcement Agencies Component/Operations Department/ Police Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Head of Police Unit reports to the Head of Law Enforcement Agencies Component.

### 2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Police Unit, and ensure effective utilisation of the Unit's resources and quality of results, including the amount and quality of analytical products, plans, recommendations and reports;
- To support and advise on the development, of the National Police of Ukraine and National Guard and follow up on their reform needs especially in management, resilience, inter-agency cooperation and preventive work;
- To act as a Mission focal point and direct counterpart to dedicated Ukrainian authorities (National Police of Ukraine and National Guard of Ukraine) according to OPS Management directions;
- To identify and communicate suitable European legislation, operational models, best practices, training materials, handbooks and other soft law to develop recommendations to drive the reforms in Ukraine;
- To enhance the awareness of the interlocutors of EU policing standards, models and approaches, especially but not limited to Public Order (Crowd and Riot Control) and general and community policing;
- To plan, coordinate, supervise and assist in the implementation of training activities , including development of training material, curricula and participate in training at the Academies, Universities and training centres as a trainer of trainers, if necessary;
- To ensure close coordination with other Mission operational units, advisers on cross-cutting issues and support functions;
- Participate in the steering and development of the projects and act as the Project Manager or project activity owner, if required;
- To coordinate, guide and to ensure the quality and relevance of the Unit's contribution to the Mission internal and external reporting;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.
- To deputise the Head of Component, as required.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the area of responsibility;
- To contribute and ensure timely reporting on activities within the area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualification Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree, OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum 6 years of relevant professional Police experience, in change management, management and implementation of reform programmes, experience, out of which a minimum of 2 years at coordination/management level, after having fulfilled the education requirements.

#### **5. Essential Knowledge, Skills and Abilities:**

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Ability to represent the Mission at the highest level of local counterparts;
- Knowledge of successful service in a managerial position in a law enforcement agency;
- Knowledge of European Union legislation and best practices and other soft law and guidelines in the area of law-enforcement.

#### **6. Desirable Qualifications and Experience:**

- Experience in an international organisation operating in a conflict or immediate post-conflict situation;
- Experience in strategic analyses, planning, reporting and a sound understanding of strategic and operational considerations;
- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;  
Knowledge of project management and ability to apply project management tools and procedures.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Ukrainian and/or Russian language skills.