



# United Nations

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

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>UN Police Criminal Investigation Adviser (P4), Seconded (contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget's approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>
<b>Job Opening number</b>	<b>2022-BINUH-00015-DPPA</b>

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

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### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Senior Police Adviser, the incumbent will be the counterpart of the Central Director of Judicial Police of the Haitian National Police (HNP) and will lead the Judicial Police section of the BINUH Police and Corrections Unit. The incumbent will coordinate closely with counterparts of the *Direction Centrale de la Police Judiciaire* (DCPJ) on criminal investigation cases and support in delivering the management and capacity-building related activities for the HNP investigation units. S/he will also coordinate the assistance and technical advice provided to DCPJ units in areas related to the crime and criminality in Haiti, particularly the organized crime and illicit trafficking of, inter alia, drugs, firearms and human beings, to strengthen the HNP's specific response. The incumbent will also perform the following duties:

- Continuously monitor developments related to crime and criminality in the country especially the organized crime and illicit trafficking (of drugs, firearms, human beings, and other commodities) as well on illicit trades, to strengthen the country-specific response outputs.
- Advise and mentor national partners on implementing the rule of law-related provisions in accordance with all statutory and legal instruments related to investigating and prosecuting criminal offences for an effective case management and follow-up.
- Serve as liaison between national authorities and potential partners to ensure the provision of technical and operational assistance to adequately and sustainably develop the capacity of HNP Judiciary police functions.
- Assist national counterparts in conducting a needs assessment to design comprehensive training and development's strategies, including short- and longer-term programs to enhance HNP criminal investigation and prosecution capacity in line with the international human rights standards.
- Ensure effective knowledge management and information sharing, including developing a culture of respect for and inclusion of local actors in all judicial and legal system initiatives.

- Prepare or assist in preparing administrative and policy's outputs such as reports, policy documents and guidelines regarding missions' deliverables in reference to the relevant areas of focus.
- Act as a resource person for the interactions on all aspects of criminal investigation and prosecution matters with national, bilateral, and international interlocutors and provide expert advisory inputs for expert group meetings, training seminars, workshops, and other interactive forums on behalf of the mission.
- Assist the DCPJ in the planning of anti-gang/anti-kidnapping operations with the support of other specialized units.
- Ensure effective communication with the DCPJ Senior Command and Head of Units and advise them on measures and strategies to be developed in the field of criminal investigations and combating organized crime in Haiti.
- Provide the assistance and support in enhancing cooperation at the regional and global levels to address the crime and criminality through regional and international specialized agencies, the International Criminal Police Organization (Interpol) and others.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

### **COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter with full comprehension of the human rights standards in investigation; 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

**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; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. 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:** Advanced University Degree (Master's or equivalent) in criminal justice, law enforcement, security, criminology or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of relevant progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 9 September 2022**

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

**In accordance with the UN 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.**