

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peace operations and subject to the approval of United Nations General
Assembly and renewal of the UNITAMS' mandate.*

Post title and level	Capacity Building Coordinator (P-4)
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS)
Duty Station	Khartoum, Sudan
Reporting to	Police Commissioner
Duration	12 Months (extendable)
Deadline for applications	02 March 2023
Job Opening number	2022-UNITAMS-02-CBC-DPO

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

Organization setting and reporting:

This position is located in the Police component of United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS). The incumbent reports directly to Police Commissioner.

RESPONSIBILITIES:

In compliance with the UNITAMS mandate and under the supervision and substantive guidance of the Police Commissioner, the Capacity Building Coordinator will be responsible for the Sudanese Police Force's (SPF) existing gaps analysis, as well as for designing, implementing and monitoring police capacity building and development projects and programs. The Capacity Building Coordinator will coordinate the work of the States' Liaison Functions, Specialized Police Teams (SPT) and Training Teams. Within the limits of delegated authority, the Capacity Building Coordinator will be responsible for, but not limited to, the performance of the following duties:

- Assist the SPF and other local law enforcement agencies in developing and implementing training programs, plans and curricula in police training schools and other training facilities in compliance with internationally accepted standards; propose efficient mechanism of overseeing and monitoring the overall quality of training delivery;
- Continuously assess the conditions and availability of training facilities, materials and logistics and facilitate the provision of basic requirements by the host state Government and/or through bilateral or multilateral donor assistance to enable the effective and efficient delivery of training and engaging international and regional partners in the development and expansion of areas of training support for the sustainability of the capacity development of the local police;
- In partnership with SPF Training Department, assist with the development of curricula for implementation of community oriented policing initiatives in conjunction with the UNCTs on core policing areas including countering Sexual and Gender-Based Violence (SGBV), child protection and human rights pursued through engagement with the State liaison functions.
- Advise the host state Police Service in the management and administration of the police training institutions and in the development of basic, advance and specialized training programs for the host state Police Service based on priorities and the training needs analysis, and ensure that all training policies and programs are consistent with national priorities, and strategic plans, policies on human

resources policies; and internationally accepted standards for law enforcement;

- Assist the SPF in the development of structures and coordination mechanisms for gender mainstreaming within the SPF including support in preparing sensitization campaigns on gender issues;
- Advise the local police counterparts on preparing project proposals to secure funding for the implementation of donor funded police projects and infrastructures for sustaining the capacity of the SPF;
- Provide supervision and oversight for programmatic and other police funded projects in the mission area;
- Provide expert advisory and assistance in developing and strategizing the implementation of community policing initiatives, as well as coordinating with appropriate stakeholders on all aspects of project planning, monitoring and implementation of capacity building activities;
- Work in close coordination and collaboration with the SPF senior leadership to ensure coordinated approach in implementing Human Resource and Training initiatives;
- Assist SPF in developing a system for implementing procedures and practices for collecting and maintaining a training data base;
- Assist in maintaining recruitment and training data base for the host state Police Service (i.e. including pre-recruitment, vetting and selection data);
- Supervising and assessing the performance of, and providing direction and oversight to, assigned administrative staff and UNPOL personnel under his/her command making sure the subordinate staff conform to the highest standards of professional conduct, personal behavior and dedication in the implementation of mandated tasks.
- Ensuring that Mission Police assets and personnel under his/her supervision are utilized efficiently, effectively and economically
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HOPC.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; 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. Takes responsibility for incorporating gender perspectives and ensures the equal participation of women and men in all areas of work. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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.

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 openness in sharing information and keeping people informed. Communicates effectively with a wide range of international and national agencies, partners and people of different national and cultural backgrounds.

QUALIFICATIONS:

Education: An advanced degree (Masters or equivalent) in Project Management, Change Management, Business or Public Administration, Development Studies, Criminal Justice or a related International Development, Social Sciences or other relevant field is required. A first level university degree with a combination of relevant academic qualifications and extensive experience in International Development, including planning and training and community policing experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years (9 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national law enforcement agency at the strategic, operational, and managerial level. At least (5) years of practical experience in such areas as project management, police administration, police policy development, police training and capacity development, community policing are required. Experience in training management (heading police training institution), interagency coordination, senior level advisory support is desirable. Peacekeeping or other international experience in the UN or other organizations is desired.

Rank*: Superintendent of Police, Lieutenant-Colonel, other equivalent or higher rank.

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 22 December 2022

*Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

In accordance with the 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.

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