

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	Training Officer, P-4
<b>Department / Office :</b>	Member States Support Team
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	16/02/2023 - 17/05/2023
<b>Job Opening Number :</b>	DPO/SEC2301P/P-4/02

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

### **Organizational Setting and Reporting:**

This post is located in the Department of Peace Operations (DPO), Policy, Evaluation and Training Division, Integrated Training Service (ITS) and will report to the Head of the Member States Support Team.

The Policy, Evaluation and Training Division (PETD) is mandated to develop and disseminate the policy and doctrine guiding the work of Peacekeeping. In addition, the division has the responsibility to evaluate, at the request of the heads of the departments, how those policies are being applied, gather lessons learned and best practices, and use that information to guide the development, coordination and delivery of standardized training, so as to complete the learning cycle. PETD is also responsible for developing and maintaining strategic cooperation with various UN and external partners. (<https://peacekeeping.un.org/en/departement-of-peacekeeping-operations>).

### **Responsibilities:**

Under the overall supervision of the Chief of Integrated Training Service (ITS), the incumbent is responsible to:

- Plan, coordinate, conduct, evaluate and report on DPO UN police, military, and civilian training activities including workshops, courses, and seminars conducted for UN Peacekeeping Operations and for Member States both in UN Mission Headquarters and Member States;
- Prepare and present briefings on peacekeeping training policy and guidelines to senior management;
- Liaise with Permanent Missions of Member States, and national, regional and international peacekeeping training institutions;
- Plan, coordinate and supervise the execution and evaluation of United Nations DPO support and participation in multinational peacekeeping exercises;
- Provide training assistance, support and guidance to Mission Trainers in UN Peacekeeping Operations both remotely and in the field;
- Develop DPO peacekeeping training policy and staff papers on training issues for the Policy, Evaluation and Training Division;
- Develop, maintain and promulgate UN DPO standardised training for UN peacekeeping Operations;
- Act as Project Manager for ITS development projects;
- Supervise the ITS police peacekeeping training databases and websites and promulgate standardised UN peacekeeping training publications, carry out UN peacekeeping training and evaluation activities in UNPKOs and UN Member States.

### **Competencies:**

**Professionalism:** Proven research, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Ability to produce high quality work with limited supervision and in unfamiliar environments. Ability to provide sound peacekeeping training advice. Ability to manage and lead training teams in the field. Knowledge and understanding of police institutional development and police capacity enhancement is required as is knowledge of UN peacekeeping procedures. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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 the audience. Demonstrates openness in sharing information and keeping people informed.

**Planning & Organizing:** Understanding of strategic planning processes and ability to plan, coordinate and deliver complex training activities. Ability to establish priorities, think laterally and creatively, plan, coordinate and monitor own work plan. Ability to manage projects against approved milestones and deadlines and to monitor and report on

performance of staff under supervision.

## **Qualifications:**

**Education:** Graduation from a police academy or similar law enforcement institution is required.

Advanced university degree (Master's degree or equivalent), preferably in training and development or a related area such as education or social science is required. A first-level university degree with a combination of relevant academic qualifications and sufficient experience in the area of training delivery and development may be accepted in lieu of the advanced university degree.

## **Experience:**

A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel other service equivalent is required. Professional training experience is required, including a minimum of four years of experience in developing training strategies and programmes, including training design, development, delivery, and capacity building matters is required. At least two years of service in a national police training institution is required. At least one year of experience in a UN peacekeeping training institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

## **Languages:**

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Fluency of a second official UN language, preferably French, is desirable.

## **Assessment Method:**

Evaluation of qualified applicants may undergo a technical writing exercise, which may be followed by a competency-based interview depending on the result of the test.

## **Special Notice:**

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat.

Nominations from women candidate are highly encouraged.