

United Nations Nations Unies

Job Title : UN Police Officer (Performance), P-4
Department / Office : Office of the Police Adviser
Duty station : NEW YORK
Posting period : 16/02/2023 - 17/05/2023
Job Opening Number : DPO/SEC2301P/P-4/10

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

Organizational Setting and Reporting:

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser or his/her designate.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <https://police.un.org/en>

Responsibilities:

Within delegated authority, the Police Officer (Performance) will be responsible for the following duties:

- Contributes to the refinement of the management of the police performance evaluation process within the Police Division for all police personnel, including individual police officers (IPOS), specialized police teams (SPTs), formed police units (FPUs) and civilian policing experts deployed to UN peace operations.
- Coordinates the collection and analysis of police performance data, prepare and conduct validations of police skills during pre-deployment and in-mission inspection visits.
- Supports, in cooperation with United Nations police components and police-contributing countries, the evaluation of United Nations police personnel based on police performance standards and benchmarks that are compliant with the Strategic Guidance Framework for International Policing.
- Supports the Task Force on Police Performance and provides performance-related recommendations to the Police Division in relation to aspects of the Action for Peacekeeping initiative (now Action for Peacekeeping Plus), the Santos Cruz report entitled “Improving security of United Nations Peacekeepers” and other system-wide agendas.
- Works collaboratively with sections of the Police Division in New York and the Standing Police Capacity in Brindisi, Italy on all matters related to performance of police components in UN field missions.
- Provides the Police Division with detailed analytical reports and research in relation to gauging performance of police components in UN field missions.

Competencies:

Professionalism: In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of gauging police performance, planning, management, and administration; ability to provide seasoned advice on police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. 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 input 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.

Qualifications:

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. First level university degree with a combination of relevant academic qualifications and qualifying experience in police and peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or a similar law enforcement institution is also required.

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, with a specialization in planning and implementing police operations.

At least three years of experience in performance analysis, management and reporting is required. At least one year of experience in a peacekeeping operation, UNHQ, or similar international 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 advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, 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.