

# United Nations

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

<b>Post title and level</b>	<b><u>Police Reform Officer, P-3</u></b>
<b>Organizational Unit</b>	<b>United Nations Mission in the Republic of South Sudan (UNMISS)</b>
<b>Duty Station</b>	<b>Juba</b>
<b>Reporting to</b>	<b><u>Community Policing Adviser/Chief of Capacity Building and Development Pillar</u></b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>21 June 2024</b>
<b>Job opening number</b>	<b>2024-UNMISS-90804-DPO</b>

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

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## **RESPONSIBILITIES**

**In compliance with the mission mandate and under the supervision and substantive guidance of the Community Policing Adviser/Chief of Capacity Building and Development Pillar (CCBDP) the Police Reform Officer will be responsible for, but not limited to, the performance of the following duties:**

1. Provide a wide range of expert advisory and technical and capacity building assistance activities to the National Police law enforcement on reform matters relevant to supporting police service in UNMISS.
2. Manage, ensure accountability and oversight of all technical assistance tasks at capacity building on a national level of National Police Service (NPS).
3. Assist CCBDP in guiding and advising the NPS in the training need assessments aimed to identify capacity gaps and deficiencies of national police service; assist the NPS in developing training strategies and curricula; assist in delivery or deliver training courses in respective areas; assist in preparation of appropriate pocket cards, guidebooks, manuals, and other training materials as necessary.
4. Give guidance and assist the NPS in developing and implementing training programs, plans, and curricula in police training facilities in compliance with the United Nations principles of international policing; propose and implement the efficient mechanisms of overseeing and monitoring the overall quality of training delivery.
5. Provide a wide range of guidance on initiation of local police guidelines, standards, policies, and monitors implementation of programs previously delivered or being implemented; assessing current applications and creating systems and procedures to address any necessary adjustments or improvements to support ongoing support to the NPS
6. Provide guidance to NPS and design police capacity-building and development reform programs and restructuring plans and projects, where applicable.
7. Review and implement the roadmap for reform of the UN Police related to support of the NPS, ensuring compliance on both national and local levels of the Police Service in South Sudan.
8. Provide a clear assessment of the NPS capabilities and make needs assessment from time to time for different units.

9. Professionalization of recruitment in NPS, promotions and filling up of crucial leadership positions from police stations to the head of the NPS.
10. Streamlining of performance, appraisals, and records of NPS.
11. Develop a self-assessment tool for the NPS to help in determining areas of priority and for focusing on improving Police infrastructures.
12. Advise and ensure the effective monitoring, reporting, and efficiency assessments concerning the implementation of projects, programs, and trainings.
13. Provide continued support for existing Reform programs within the Area of Responsibility (AoR) and those supported under the Human Rights Due Diligence Process (HRDDP). This includes formulating Policy, Procedures, and Guidance linked to Reform and Technical Assistance.
14. Advise on media issues, communication strategy on reform, and reinforcement of Human Rights compliance monitoring.
15. Identify potential new reform projects in support of the mission mandate which are HRDDP compliant and advise on support for the development or maintenance of judicial processes, especially those supporting Human Rights and Gender-Based Violence.
16. Maintain standards related to reforms, technical assistance, trainings, media strategy, Policy, Procedure and Guidance compliance, effective reporting, incident investigation, and resolution linked to Human Rights.
17. Represent UNPOL component and collaborate with UNMISS partners in the Republic of South Sudan and advocate for NPS reform agenda.
18. Perform any other duties and assume other responsibilities as directed by the UNMISS Police Commissioner through the established chain of command.

## **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. 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 post, 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:** Possesses good skills in project management and policy development. 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; listen to others, correctly interpret messages from others and responds appropriately; ask questions to clarify and exhibits interest in having two-way communication; tailor's language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.

## **QUALIFICATIONS**

**Education:** Advanced university degree (master's degree or equivalent) in one or more of the following

disciplines: Law, Criminal Justice Administration, Business or Public Administration, Political Science, Development Studies (particularly in law enforcement) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including police management, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

**Work Experience:** Candidate must be in active police service possessing a minimum of 5 years (7 years in absence of advanced degree) of progressive and active relevant service/experience at the field (region/district) or national headquarters level. Extensive practical experience in community policing, police operations, crime management, capacity building and development – required. Experience in strategic planning, policy development, administration, development of training modules and training delivery, police or security sector reform, organizational and resource management, change management (particularly in law enforcement), is highly desirable. Previous UN or other international experience is an advantage.

**Rank:** Chief/Senior Inspector, Major or other service equivalent or higher rank.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

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

**Date of Issuance: 22 April 2024**

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

**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.**