

# 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>Protection of Civilians (PoC) Coordinator, P-4</u></b>
<b>Organizational Unit</b>	<b>United Nations Mission in the Republic of South Sudan</b>
<b>Duty Station</b>	<b>One of the Protection of Civilians Sites across the Mission area</b>
<b>Reporting to</b>	<b>Deputy Police Commissioner (DPC)</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>10 June 2024</b>
<b>Job Opening number</b>	<b>2024-UNMISS-90803-DPO</b>

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

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## **RESPONSIBILITIES**

The PoC Coordinator, in alignment with the Mission mandate and under the direct supervision and substantive guidance of the DPC, is responsible for the operational oversight of maintaining public order and security within the UNMISS PoC sites. This role also encompasses coordinating mandated UNPOL activities associated with the PoC sites and Field Office Police activities.

Key Responsibilities:

**1. Management and Oversight:**

- Manage, supervise, and oversee all aspects related to maintaining public safety and security within UNMISS PoC sites.
- Ensure adherence to standards, rostering, IPO time accountability, internal training, reporting, incident investigation, and reporting.

**2. Coordination and Liaison:**

- Act as the UNPOL Focal Point for other mission components, agencies, funds, programs, and humanitarian partners within the AoR.
- Coordinate and implement modalities of Community Policing in consultation with Mission Headquarters (MHQ).

**3. Incident Response and Ground Command:**

- Act as the Ground Commander for major security incidents within UNMISS PoC sites.
- Facilitate operational coordination with relevant stakeholders on protection-focused tasks.

**4. Team Management and Reporting:**

- Line manage allocated UNPOL personnel, ensuring mandate implementation and proper disciplinary measures.
- Prepare and submit reports through the chain of command, supervise disciplinary matters among subordinate staff.

**5. Security Monitoring and Compliance:**

- Monitor, report, and analyze security incidents, including Sexual and Gender Based Violence (SGBV), within UNMISS Field Office and PoC sites.
- Ensure compliance with Human Rights Due Diligence Policy (HRDDP) in UNPOL activities.

6. **Community Engagement and Protection Programs:**
  - Reinforce community interaction through community-oriented policing structures.
  - Monitor Gender Child and Vulnerable Persons Protection (GCVPP) Policing programs.
7. **Strategic Planning and Coordination:**
  - Participate in early warning systems and develop response mechanisms.
  - Coordinate colocation activities, operational plans, and solutions with MHQ and local police.
8. **Capacity Building and Training:**
  - Provide technical assistance and advice to local police, derive strategies for enhanced protection of civilians.
  - Conduct monthly refresher sessions and ensure compliance with UNMISS Police Patrol SOPs.
9. **Gender Mainstreaming and Advocacy:**
  - Promote gender mainstreaming strategies through advocacy, awareness, and capacity building programs.
10. **Other Duties:**
  - Perform additional duties and responsibilities as directed by the UNMISS Police Commissioner.

## **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 ensuring the equal participation of women and men in all areas of work. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; experience in planning, development and implementation of policing guidance; ability to apply technical expertise to resolve police related issues and challenges; strong analytical and organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor 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.
- **Teamwork:** Ability to establish and maintain effective working relations with people of different national, linguistic and cultural backgrounds with sensitivity and respect for diversity. Willingness to solicit inputs and learn from others, to place team agenda before personal agenda. Willingness to share credit for team accomplishments and joint responsibility for team shortcomings.

## **QUALIFICATIONS**

**Education:** Advanced university degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Law Enforcement, Criminal Justice Administration, Security Studies, Business or Public Administration, 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. Specialized training in the area of incumbent's responsibility (police management, operations, administration,

training) is highly desirable. Graduation from a certified police academy or other law enforcement training institution is required.

**Work Experience:** At least 7 years (9 years in absence of advanced university degree) of progressive and active relevant service/experience in a national or international law enforcement agency at the field (regional/district headquarters) and/or national police headquarters level – required; 5 years of direct supervisory/operational command experience, including involvement in organizational management, public order and crime prevention management, strategic planning, protection of civilians - required. Previous experience in UN peacekeeping operations or international policing, particularly in the area of community policing and protection of civilians is an advantage.

**Rank:** Superintendent of Police, Lieutenant Colonel, other 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: 11 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.**