



**United Nations Core values: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY**

### **JOB DESCRIPTION**

Post Title:	<b>Specialized Police Team (SPT) SGBV Team Member</b>
Level:	<b>Field Office</b>
Organizational Unit:	<b>United Nations Police (UNPOL)</b>
Reporting To:	<b>SPT SGBV Team Leader</b>
Duty Station:	<b>Juba, Bentui, Malakal, Wau &amp; Bor</b>
Duration:	<b>12 months</b>

### **Duties and Responsibilities**

Under the guidance and supervision of the SGBV Team Leader, the incumbent will contribute to planning and implementing activities for fulfilling the mandate on Women, Peace and Security (SCR 1325), Child rights and child protection related activities mandated by the Security Council resolutions on Children And Armed Conflict (CAAC), which were established to protect children from the effects of conflict with latest resolution 2427 (2018) and finally implementing the current mission mandate for UNMISS 2406, (2018). The implementation takes place following the guidelines given by UNPOL Gender Toolkit. He/she will work implementing the three-pillar protection of civilian's strategy (Political Protection, Physical Protection, Programmatic Protection) at the Gender, Child and Vulnerable Persons Protection (GCVPP) FO level:

- Assist the SPT SGBV Team Leader in the design and implementation of strategies for prevention, investigation, prosecution of SGBV/CRSV, Child abuse and related Human Rights violations against vulnerable groups in accordance with the SGBV Specialized Police Team Project plan.
- Assessment and implementation of the GCVPP Strategy;
- Assist and advise UNPOL Management in the design, implementation, monitoring & evaluation of projects aimed to combat SGBV/CRSV, Human Rights violations child abuse and etc
- Conduct needs assessments and research on gender-related issues inside and outside of Protection of Civilians Sites (POCs), such as SGBV, for example domestic violence, CAAC, for example 6 grave violation against children etc. These include research and analyses on crime trends to develop and enhance knowledge of gender-based crimes;
- Conduct needs assessments on the host-state police capacity and requirements to investigate SGBV-CAAC, in particular on the functioning of the host-state police special protection (SPU) units and training needs;
- Provide technical assistance and advice on the structure and resources required for the effective functioning of the host-state law enforcement agencies

- Advocate and Sensitize host-state police, security and government institutions and civil society actors on issues related sexual and gender-based violence (SGBV) and Children and Armed Conflict (CAAC) in cooperation with other relevant stakeholders;
- Co-locate, provide technical assistance and advise, mentor, guide and as well monitor host-state police investigators investigating (SGBV) and Conflict related Sexual Violence (CRSV) as well as other serious human right violation related issues;
- Conduct specialized sensitizing in collaboration with other actors and beneficiaries, train-for-trainers programs, for host-state police SGBV officers in identifying, investigating and managing SGBV-CAAC cases, interviewing and handling victims-witnesses-suspects, facilitating referral services, report writing and record keeping through a database;
- Assisting in development of curricula for Training on the prevention and investigation of SGBV-CAAC of the host State police as part of Confidence and trust building;
- Advise on the integration of community sensitization/awareness strategies into the operations of the host-state specialized SGBV police units;
- Advise on a referral and networking system with other stakeholders dealing with women's and children's rights including assisting in compiling lists of contacts and services provided, as well as drafting standard operating procedures;
- Interact with the community, church etc. leaders and members inside and outside of the POCs. Raise their awareness related to SGBV, CAAC, CRSV and Child protection issues as well as building confidence and trust between community and host-state Police.
- Enhance support for survivors of SGBV inside and outside of the POC sites
- Prepare guidelines and standard operating procedures, memory cards and other tools;
- Liaise and collaborate with the UNPOL field mission Gender Adviser and Gender Officers, field mission Gender Unit and other relevant offices, UN agencies when present, host-state government departments, international and national non-governmental organisations (NGOs), and women's organisations and community-based organisations;
- Represent UNPOL in joint technical working groups, conferences, task forces, events and inter-agency forums and liaise with Gender Focal Points, etc. from other sections or agencies in order to promote capacity building of GCVPP;
- Raise awareness, train and build the capacity of UNPOL officers on SGBV-CAAC issues to enhance operational effectiveness;
- Provide leadership in incorporating gender perspectives into the substantive work including knowledge and experience in the identification and handling of gender issues as well as ensuring appropriate attention to both gender balance and geographic representation in staffing;
- Ensure regular evaluation on the progress of implementation of activities and programmes;
- Provide Team leader with daily, weekly, monthly, bi-annual situation report using the official and uniformed reporting forms/system;
- Perform all other duties as may be required by UNMISS UNPOL Leadership.

### **Experience / Essentials**

- Graduate of a certified police academy
- Work experience: Minimum of 5 years of active police experience within the fields of investigations of sexual and gender-based violence, community-oriented policing, crime scene management, forensics, victim support or training.
- Policy development and programme implementation related to the promotion of gender equality, experience in police administration would be an advantage.
- Additional training within SGBV, investigations, community-oriented policing or training is highly desirable;

- Experience and knowledge of database development, such as Microsoft Access is highly desirable;
- Field experience and knowledge of peacekeeping will be an advantage;

## Competencies

- **Professionalism** - Displays commitment to human rights and the ability to give the necessary prominence to human rights; 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;
- **Teamwork** - Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- **Communications** - Diplomacy, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written documents and to articulate ideas in a clear and concise style, have experience in mediation and the ability to liaise with internal and external stakeholders;
- **Client orientation** - Ability to identify client needs and match them to appropriate solution;

## Language

- Proficiency in the field mission language is English, both oral and written, is required. Proficiency in Arabic is desirable

- **Assessment for Mission service is mandatory**