

# 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>Community Policing Adviser, P-4</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>Deputy Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>15 October 2025</b>
<b>Job opening number</b>	<b>2025-UNMISS-82442-DPO</b>

**United Nations Core Values: Inclusion, Integrity, Humility, Humanity**

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## **RESPONSIBILITIES**

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner the Community Policing Adviser will be responsible for, but not limited to, the performance of the following duties:

- Provide national-level management, accountability, and oversight of all community policing initiatives in alignment with the UNMISS mandate and UNPOL strategic objectives. Review, evaluate, and enhance existing processes, projects, and programmes to ensure their continued relevance, efficiency, and compliance with mission strategies, policies, and procedures.
- Lead the design and implementation of efficient community policing and engagement policies, including targeted strategies to address violence linked to cattle raiding and associated sexual and gender-based violence.
- Develop and execute strategies to prevent electoral violence and promote participation of women, minorities, and vulnerable groups in the electoral process.
- Lead the review and implementation of the Community-Oriented Policing Strategy at national and local levels, ensuring adherence to the Human Rights Due Diligence Policy and integration of cross-cutting priorities, including gender equality, child protection, and the protection of vulnerable persons.
- Contribute to the formulation of policies, procedures, and guidance that support police reform, institutional development, and alignment with international policing standards.
- Oversee the design, delivery, and monitoring of comprehensive capacity-building programmes, encompassing basic, specialized, and on-the-job training, for the professionalization of the host-state police.
- Foster police–community partnerships through sensitization activities, Police Community Relations Committees, and regular dialogue platforms to set policing priorities with active involvement of community and traditional leaders.
- Strengthen mechanisms for monitoring police compliance with human rights obligations and develop HRDDP-compliant projects that advance judicial processes and address issues such as sexual and gender-based violence.

- Manage quick-impact projects and other initiatives promoting sustainable police and community development.
- Provide strategic advice to national counterparts, UNPOL leadership, and stakeholders to ensure coordinated and sustainable UNMISS mandated approaches.
- Perform any other duties and assume other responsibilities as may be 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. 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 organizational skills and a demonstrated ability to establish priorities.
- **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.
- **Client Orientation:** Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintain productive partnerships with clients by gaining their trust and respect, identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to be informed and be able to anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client; resolves conflicts by pursuing mutually agreeable solutions.

## **QUALIFICATIONS**

**Education:** Advanced university degree (Master’s degree or equivalent) in one or more of the following disciplines: Law, Criminal Justice Administration, International Relations, Business or Public Administration, Political Science, Development Studies (particularly in law enforcement) or another 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:** At least 7 years (9 years in absence of advanced university degree) of progressive and active relevant service/experience at the field (region/district) and/or at the national headquarters level, including 5 years of direct involvement in the development and implementation of community policing programs/initiatives - required; experience in the development of training modules and training delivery - required; practical experience in policy and guidance development and implementation - required. Previous experience in UN peacekeeping operations or international policing in the area of community policing is an advantage.

## **Rank Requirement:**

- Superintendent of Police, Lieutenant Colonel, or equivalent/higher rank.

**Languages:**

- English and French are the working languages of the United Nations.
  - Fluency in oral and written English is required.
  - Knowledge of a second official UN language (Arabic) is an advantage.
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**The United Nations is committed to diversity and inclusion. Qualified female candidates are strongly encouraged to apply.**

**Date of Issuance: 15 August 2025**

<https://police.un.org/en/vacancies>.

**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.**