

United



Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2025-SPC-78755-DPO and 2025-SPC-75904-DPO
9 March 2026
Team Leader, P-5
BRINDISI
DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES: Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters), the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field), the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

COMPETENCIES:

Professionalism: Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. 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. **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. **Leadership:** Serves as a role model that other people want to follow: empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of organizations and people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or similar national or international law enforcement training institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level is required. Seven (7) years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field – required. Practical direct experience in commanding a regional or state level police units or heading a department at national police HQ – required. **Rank:** Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Languages: English and French are the working languages of the UN Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

Special Notice

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.