

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

2025-SPC-78775-DPKO

DEADLINE FOR APPLICATIONS

9 March 2026

POST TITLE AND LEVEL

Gender Affairs Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

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: The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC). The incumbent provides expert advice on matters relating to Gender Mainstreaming and Sexual and Gender-Based Violence (SGBV) in the context of the SPC planning at headquarters and support to the client. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will advise on mainstreaming gender perspective, *inter alia*, in all SPC activities, and designated UN field missions, on all UN police policies, programs and activities, taking into account gender consideration as crosscutting issues. Support UN police activities on all aspects relating to the situation of women, girls, men and boys, especially in relation to the need to protect them from gender-based violence. S/he will support UN -agencies, funds and programs including through the Global Focal Point as well as Police Contributing Countries when her/his field of expertise is requested. S/He will advise, guide and help in enhancing the capacity of the UNPOL Gender Focal Points through training and helping in drafting documents such as SOP for gender unit, Gender Policy and Sexual Harassment policy when needed, for the Host Country Police. At the duty station in Brindisi, the incumbent undertakes relevant studies of matters pertaining to gender representation and protection of vulnerable persons as they pertain to the mandate of respective UN police components in UN peace operations. This work includes determining the specific role to be played by SPC in providing UN police in the field with assistance in these areas and/or supporting the development of this capacity in national law enforcement agencies that the UN police are tasked to assist and not specifically in the domain of gender only.

When deployed in the field s/he works closely with UN Police and national law enforcement officials in developing a strategic approach for the protection of vulnerable persons and investigations of sexual violence. The gender affairs officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing national law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, the incumbent seeks to support organizational and structural changes in national law enforcement agencies, such as the creation of structures for investigating SGBV.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; relevant knowledge of gender issues, UN Gender Policies and the conduct and performance of investigating complex cases of sexual violence in a national law enforcement agency. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. **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.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advance university degree) of progressive law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to general and complex crime investigations, including investigation of gender-related crimes, is required. Training experience or background is desirable. Peacekeeping or other international experience in the UN or other international organizations is desirable.

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 French is highly desirable.

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.