

United Nations



*Job Opening for Position 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

Post title and level	Police Reform Adviser, P-4
Organizational Unit	United Nations Office in African Union
Duty Station	Addis Ababa
Reporting to	Senior Planning Officer
Duration	12 Month (extendible)
Deadline for applications	31 May 2026
Job Opening number	2026-UNOAU-62425-DPO

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the overall supervision of the Senior Planning Officer, and within the limits of delegated authority, the Police Reform Adviser will be responsible for, but not limited to, the performance of the following duties:

- Advise and support the African Union Commission (AUC) in building police capacity in the current and future African Union (AU) peacekeeping operations, including advice on police reform and force generation strategy.
- Provide thematic police reform guidance and templates for use by police components of AU missions;
- In collaboration with counterparts within and outside of the AU, provide a coherent strategic police reform and training advisory framework clearly articulating the scope of resource requirements, coordination and technical police advice and capacity building support;
- Support and facilitate a wider OMAP involvement in AU capacity-building on rule of law issues;
- Liaise with the UN Secretariat for strategic guidance and coordinate support from other organizations and institutions on police-related issues;
- Coordinate with UN DPO, ITS and other capacity building partners in advising the AU and Regional Economic Communities/Regional Mechanisms (RECs/RMs) on capability development of the African Standby Force (ASF) police component in such areas like development of training doctrine;
- Liaise with the UN Secretariat for strategic guidance and coordination of support from other organizations and institutions on police-related issues;
- In conjunction with the UN DPO and ITS, advise the AU Peace Support Operations Division (PSOD) and the RECs/RMs on training needs analysis for AU police training courses;
- Share UN's lessons learnt and best practices that are relevant to the development and operationalization of ASF Police component and AU Missions.
- Advise the AU on the formulation of reform policies regarding the ASF field police component including the Formed Police Unit (FPU) and individual police peacekeepers;

- Liaise with the UN Police Division Selection and Recruitment Section to provide advice on the recruitment and selection methods in accordance with UN standards, without compromising AU peace keeping interests and requirements;
- Coordinate with the AU PSOD, including the Police Commissioner at the AUC, on strategic police planning and management of the ongoing AU missions, including draw downs and transition to UN Missions when required;
- Advise on the implementation of the UN-AU short-term support initiatives for the current AU Missions.
- Complement the Police Planning Adviser on all police related UN support capacities to the AU and provide feedback on lessons learned, both to the AU and to the UNHQ;
- Performing any additional duties as may be directed by the supervisors in fulfilment of the mandated tasks.

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. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusion and recommendations. Exhibits competence, integrity and reliability in performance and in maintaining positive working relations in a highly demanding and client-oriented environment. Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge of the current or recent African Union-based peacekeeping operations.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities where necessary; 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in strategic planning, project/program management, research and analysis is desired.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years (9 years in absence of advanced degree) of progressive experience in a national or international law enforcement agency at the field and/or national police headquarters level, including at least 5 years of work at policy making level with practical experience in police management minimum at district/region level, gap analysis and needs assessment, policy and guidance development, police operations and police

administration, capacity building and training, including training need analysis, curriculum development and training management. Practical experience in reform and restructuring, institutional building, interagency coordination and liaison, change management (particularly in law enforcement), research and information analysis, project/program management, human resources management is highly desirable. Previous experience of working in UN or another international environment is desirable. Experience of work in an African Union entity is an advantage.

Rank*: Rank required for a P-4 is Superintendent, Lt. Colonel, other service equivalent rank or higher.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (French and/or Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 26 February 2026

***Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

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.