

Position Name: Head of Police Unit	Employment Regime: Seconded	
Ref. Number: UAO 061	Location: Kyiv	Availability: ASAP
Component/Department/Unit: Operations/Law Enforcement Component/ Police Unit	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: No

1. Reporting Line:

The Head of Police Unit reports to the Head of Law Enforcement Component.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, manage and coordinate the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by the Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP benchmarking in the relevant Line of Operations;
- To ensure, at operational level, coordination with other relevant operational units within the Mission;
- To coordinate with other Mission Components and horizontal Advisers;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act as the representative of the Unit with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instruction to the Unit;
- To identify, manage and report the risks arising from specific processes/systems/projects implemented;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.
- To support and advise on the development, of the National Police of Ukraine and National Guard and follow up on their reform needs;
- To act as a Mission focal point and direct counterpart to dedicated Ukrainian authorities (National Police of Ukraine and National Guard of Ukraine) according to OPS Management directions;
- To develop recommendations to drive the reforms in Ukraine;
- To enhance the awareness of the interlocutors of EU policing standards, models and approaches, especially but not limited to general and community policing and Stability Policing;
- To plan, coordinate, and assist in the implementation of training activities, and participate in training at the Academies, Universities and training centres as a trainer of trainers, if necessary;

- Participate in the steering and development of the projects and act as the Project Manager or project activity owner, if required.

3. General Tasks and Responsibilities:

- To advise on reforms and on EU standards and best practices within the area of responsibility;
- To identify and report on lessons learned and best practices within the area of responsibility;
- To contribute and ensure timely reporting on activities within the area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualification Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree, OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum 6 years of relevant professional experience, out of which a minimum of 2 years at coordination/management level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Police knowledge in change management, management and implementation of reform programmes;
- Knowledge and practical experience in the implementation of the EU acquis regulating law enforcement activities, including policing requirements related to EU accession;
- Knowledge and experience in EU and international police cooperation: recent developments (nationwide and within EU context) and available instruments (Europol, Interpol, etc).

6. Desirable Qualifications and Experience:

- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Knowledge of project management;
- Knowledge of the EU regulatory framework and policy mechanisms governing criminal policy and crime prevention;