# United Nations

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| **Post title and level** | **Deputy Senior Police Adviser, seconded (non-contracted)** |
| **Organizational Unit** | **United Nations Peacekeeping Force in Cyprus (UNFICYP)** |
| **Duty Station** | **Nicosia** |
| **Reporting to** | **Senior Police Adviser** |
| **Duration** | **12 Months (Extendible)** |
| **Deadline for application** | **4 December 2026** |

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

**RESPONSIBILITIES:**

Under the direction and guidance of the Senior Police Adviser (SPA), the incumbent will coordinate all administrative and managerial aspects of the United Nations Police in UNFICYP. The Deputy Senior Police Adviser (DSPA) will provide support to the SPA in the fulfillment of his/her duties to ensure the sound management of the United Nations Police component in the performance of the mandated tasks and will:

- Act as the principal advisor to the SPA on all police and other law enforcement matters relevant to the implementation of the UNFICYP's mandate; provide regular reports on key issues and work on program implementation.
- Work closely with UNFICYP's military and civilian components as part of a "three-pillar" concept, developed to maximize integration of all aspects of the Mission's mandate, as advised by the SPA.
- Support the SPA in confidence building measures through the Technical Committee on Crime and Criminal Matters and two Joint Contact Rooms.
- Facilitate local police services from both communities to address effectively the existing and emerging law and order challenges in the Buffer Zone (BZ) and crossing points.
- Participate and represent UNFICYP Police component in communities, meetings, working groups etc., as advised by the SPA.
- Develop and manage plans, orders, briefings, and draft reports on UNFICYP Police matters, work in close collaboration with other pillars on the development of contingency planning, and in close cooperation with mission's integrated JOC, JMAC and Planning Unit, support Sector work, as advised by the SPA.
- Supervise the Staff Officers of UNFICYP Police HQ, Sector Commanders/Deputy Sector Commanders as well as provide liaison with both local police services and other relevant governmental and non-governmental organizations on UNPOL related matters, as advised by the SPA.
- Manage the ICT Data Retention, record-keeping and operations of DASH-Cameras.
- Supervise the functioning of SAGE/UNITE AWARE portal and patrol plans to ensure timely preparation of related reports.
- Make regular field visits to the Sectors and Stations in order to obtain an understanding of the UNPOL day to day activities and challenges as well as to provide relevant advice.

DSPA performs any other duties assigned by the Senior Police Adviser and assumes the duties and responsibilities of the SPA in his/her absence.

## COMPETENCIES:

**Professionalism**: 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; has political acumen; in depth knowledge of the issues related to transnational and organized crime; outstanding expert knowledge in the technical field of work on general and in the specific areas being supervised in particular; proven ability to produce reports and papers on technical issues; ability to review and edit work of others; full mastery of the project management cycle applied in developing country context; ability to analyze issues and solve problems; political awareness and sensitivity; commitment to implement the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of the mission's work.
**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 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.
**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.
**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.
**Teamwork:** Works collaboratively with colleagues to achieve goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; supports and acts in accordance with final group decision, even when such decisions ma not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

## QUALIFICATIONS:

**Education:** Graduation from a certified police academy or other similar law enforcement training institution is required. A first level university degree in combination with qualifying experience in establishment of initiatives related to community policing, police management, police administration or peacekeeping is desired. Training in formally recognized or accredited SSR-related program is an asset.
**Experience:** At least twelve (12) years of progressive and active policing service/experience, including four (4) years of senior police management experience commanding diverse teams in a multi-disciplined workplace, including the development of budgets and organizational policy. Peacekeeping or other international experience is highly desirable. Previous experience in UN Police post conflict operations and knowledge of theories, concepts, approaches related to democratic policing is an asset. **Rank:** IPO posts are non-ranked positions, however considering managerial scope of incumbent's work, a candidate's rank equivalent to Superintendent, Lieutenant Colonel, or similar is desired. **Languages:** Fluency in oral and written English is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or based on an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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**Preference will be given to equally qualified women candidates.**
**Date of Issuance: 18 November 2026**
https://police.un.org/en/vacancies

**In accordance with the UN 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.**