

# United Nations

*Job Opening for Positions requiring official secondment  
from national governments of Member States of the United Nations Organization  
Appointments are limited to service on posts financed by  
the support account of peacekeeping operations*

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| <b>Post title and level</b>      | <b>Police Commissioner, D2/D1</b>   |
| <b>Organizational Unit</b>       | <b>United Nations Peacekeeping Operation or Special Political Mission</b>     |
| <b>Duty Station</b>              | <b>For the Senior Police Leadership Roster</b>                                |
| <b>Reporting to</b>              | <b>Head of Mission (directly or through the established chain of command)</b> |
| <b>Duration</b>                  | <b>Up to 12 Month (extendible)</b>  |
| <b>Deadline for applications</b> | <b>31 December 2018</b>   |

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

## **RESPONSIBILITIES:**

Under the guidance and supervision of the Head of Mission or his/her designee, the incumbent will be responsible for advising the Head of Mission on all matters related to police and providing advisory support and assistance to national authorities to develop local police institutions to function in accordance with internationally acceptable standards of democratic policing. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare and discipline of all personnel assigned to the UN Police Component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the UN Police Commissioner will be responsible for the following duties: *(These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.)*

- Advises the SRSG/DSRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation;
- Advises and assists the national senior leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advises the SRSG on matters relating to the assistance/support requirement needs for the development of the national police of the host country in line with the international standards of policing;
- Leads and manages the development and implementation of the capacity enhancement and overall institutional development plans for the host state national police through a wide ranging consultation process engaging international and national partners;
- Assists the national authorities in the development of police operational plans to enhance law and order and public security provisions in the mandate and operationally support in their implementations;
- Provides advice and guidance to national authorities about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource management, performance management and staff training;

- Assesses the needs of the host state police in close coordination with national actors, UN system partners and contributes to the development of bilateral aid/support proposals;
- Provides overall oversight and guidance in regard to all UN Police operational activities within the framework of the mission's mandate;
- Manages, guides, develops and trains staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
- Guides and supports the development and implementation of comprehensive training initiatives, including the development and implementation of a host state national training framework, policy and programs for all levels of police staff;
- Regularly consults and collaborates with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Coordinates all UN activities related to police reform and provides necessary guidance to national and international staff in the Mission;
- Participates in Mission senior management team meeting and contributing towards the smooth operations of the mission;
- Supervises and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the Police component;
- Makes proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers/ background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance.
- Regularly consults and collaborates with the head of the mission's military component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
- Coordinates with UN Human Rights Office, Office of Humanitarian assistance, Elections, DDR and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms and staff training;
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSG/DSRSG, relating to the management of police.

## **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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. 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.

**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

**Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by

gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

**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.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

**QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

**Work Experience:** A minimum of 15 years of progressive and active policing service/experience both at the field and national police headquarters level - required; 10 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, reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police unit, or heading a department at national police HQ level - required. Previous UN or international experience is an advantage.

**Rank:** Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, equivalent to Brigade-General in the military or higher rank. Rank required for a D-2 is Police Commissioner, Inspector General, Chief of Police, equivalent to the military rank of Major General or above.

**Languages:** Depending on the peace operation of deployment, fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

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**This vacancy announcement is for qualified women candidates only.**

**Date of Issuance: September 2018**

**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.**