

United



Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peacekeeping Operations
requiring official secondment from national governments of Member States of the United Nations Organization*

VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2017-SPC-78771-DPKO

4 October 2017

Policy Planning Officer, P-3

Rimini, Italy

DEPARTMENT OF PEACEKEEPING OPERATIONS

U.S. Dollars 79,954

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

RESPONSIBILITIES: Under the direct supervision of the SPC Team Leader, the incumbent assists in the development, refinement and implementation of various law enforcement policy and planning tools associated with establishing and maintaining effective and efficient UN Police operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing peace operations on a continual basis. More generally, the incumbent works with other SPC staff to ensure the timely preparation and dissemination of relevant reports, concept papers and action plans on international police issues relevant to ensuring the SPC's field activities (addressing both broader policy and technical administrative issues inherent in UN Police mandates). More specifically, the incumbent focuses on developing, implementing and/or updating Concepts of Operations (ConOps), Integrated Mandate Implementation Plans (IMIPs), mission assessments, mission planning and other policy and planning tools for UN Police from the perspective of the specific field assignments given to the SPC. The incumbent assists in developing, refining and updating SPC policies and directives that are in line with the strategic vision of the Police Division and the SPC. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside his/her own area of focus. When at headquarters, the incumbent works closely with other SPC members to integrate and balance their activities into respective ConOps and IMIPs in support of the SPC's own terms of reference for its assignments. S/he develops annual SPC workplans in line with Results Based Budgeting (RBB) and assists members with developing individual workplans. S/he also prepares brief country reports and security analyses of the mission areas to which the SPC is being sent. In the field, the incumbent reviews UN Police operations and analyses the state of development of indigenous law enforcement agencies with a view to facilitating required improvements and changes in ConOps and IMIPs, bearing in mind the strategic mission of the UN Police, which is to build institutional law enforcement capacity in post-conflict environments.

COMPETENCIES:

Professionalism: Knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. 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 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 of active law enforcement experience in a national law enforcement agency with the rank of Chief Inspector or Major including law enforcement planning and formulation/implementation of policy is required. Experience in the use of modern Internet-based research methodologies and sources is required. Peacekeeping or other international experience in the UN or other organizations is desired.

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 a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 3 August 2017

United Nations



Job Opening for Position 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.

Post title and level	Police Planning Officer, P-4
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Mogadishu, Somalia
Reporting to	Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	07 September 2017
Job Opening number	2017-UNSOM-1068-DPA

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

RESPONSIBILITIES:

Under the overall supervision of the UN Police Commissioner, and within the limits of delegated authority, the Police Planning Officer will serve as part of the Police component within UNSOM, providing advice to the Mission on police matters and assist the capacity-building of the Somali Police Services in coordination with UNCT, AMISOM and other stakeholders. Operating within the context established further to Security Council resolution 2358 (2017) and the UNSOM Police Concept of Operations, the incumbent will also act as a technical adviser on administration and management issues to the Mission Support elements including UNSOS and the UNSOM Office of the Chief of Staff through the Police Commissioner.

The Police Planning Officer will be responsible for, but not limited to, the performance of the following duties:

- Review the existing police structure and systems including in-depth analysis of personnel and skills requirement, evaluation of the criminal justice system and local police operational capabilities, as basis for making comprehensive analysis and recommendations for the overall reform, restructuring and institutional development of the host-state Police;
- Develop short and medium-term plans and programs for the reform and restructuring and the longer-term institutional development of the host-state Police;
- Lead any UNPOL's involvement in the development of strategic planning at all levels including specialist functional and operational departments in regard to the host-state police capacity building and institutional reforming;
- Assist and advise the UNPOL Leadership in the areas of plans and programs related to organizational development; special studies, research and project management which includes inter-agency and international affairs and other requirements that are needed for the effective and efficient administration and operation of the host-state Police;
- Give direction on the implementation phase of mission planning, developing organizational structures, providing advice in relation to efficient and economic use of human and logistical resources including addressing gender related aspects;
- Conduct UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation, administrative policy directives, Standard Operating Procedures (SOP);
- Acting upon planning human resource and administrative issues such as deployment, rotation, extensions, timely recruitment, induction of staff; Involved in staffing, train and monitor performance of personnel within the Police component of the mission;
- Performing any additional duties as may be directed by the Head of Police Component or his/her Deputy in fulfilment of the mandate.

Rank: Superintendent of Police (equivalent to a Lieutenant Colonel in the military) or other service equivalent or higher.

Languages: For the post advertised, fluency in spoken and written English is required. Knowledge of French, Somali or Arabic is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 1 August 2017

In accordance with the new 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.

<http://www.un.org/en/peacekeeping/sites/police>

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Vacancy Announcement for Positions in the Department of Peacekeeping Operations requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER

2017-SPC-78755-DPKO

DEADLINE FOR APPLICATIONS

4 October 2017

POST TITLE AND LEVEL

Team Leader, P-5

DUTY STATION

Brindisi, Italy

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACEKEEPING OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 115,134.00

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

RESPONSIBILITIES: Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations. When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPKO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPKO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

COMPETENCIES:

Professionalism: competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters. 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. **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 organizations and 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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines, regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they make mistakes, actively supports the development and career aspirations of staff; appraises performance fairly.

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 senior experience in law enforcement and community safety issues 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 10 years of experience in an active national law enforcement experience in managing multi-disciplinary teams is required. Must be a senior professional police officer on active duty with the rank of Deputy Commissioner, Chief Superintendent or rank equivalent to a full Colonel. Peacekeeping or other international experience in the UN or other international organizations is also required.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. The knowledge of French is highly desirable. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of issuance: 3 August 2017

<http://www.un.org/en/peacekeeping/sites/police>