

United



Nations Secretariat

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

VACANCY ANNOUNCEMENT NUMBER

2021-SPC-75918-DPO

DEADLINE FOR APPLICATIONS

15 September 2021

POST TITLE AND LEVEL

Community Policing Adviser, P-4

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 94,268

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

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

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

RESPONSIBILITIES: The Community Policing Adviser will report to a Team Leader of the Standing Police Capacity (SPC), a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. It is expected that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will be responsible for developing and implementing a wide variety of community oriented policing principles and programmes as required within the terms of reference of respective SPC assignments. When at headquarters in Brindisi s/he will study and isolate best practices of community oriented policing at the national and international levels with a view to formulating precise activities that the SPC can support deployed on the ground, noting the primary rationale of UN Police which is to build institutional police capacity in countries and environments affected by conflicts and post-conflict environments. This work will include developing and regularly updating a Community Oriented Policing Conceptual and Operational Framework in collaboration with the Police Division of the Department of Peace Operations and UN Police operations in the field. S/he will identify potential new and existing field operations wherein either community oriented policing pilots or programmes can be implemented by the UN in co-operation with relevant international and national partners, including donors, or where community oriented policing programmes can be enhanced and/or expanded with the special assistance and know-how of the SPC. When deployed in the field missions, the Community Policing Adviser will work closely with UN Police and other police-support and rule of law actors in the mission area to advise and support local law enforcement with community oriented policing activities. This work will involve making recommendations on how local law enforcement should be organized, structured, trained and resourced to support community oriented policing at all levels, with a particular focus towards improving law enforcement relations and consultation with and understanding of the position of women, children and other vulnerable groups in environments affected by conflicts around which violence and crime often occur, including former combatants, refugees and internally displaced persons.

COMPETENCIES:

Professionalism: Demonstrated mastery of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and institutional capacity-building; experience in community oriented policing concepts and methods. Shows pride in work and in 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 equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with organizational strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources; 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' views 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 law, social sciences, criminal justice or related field. A combination of a Bachelor's degree and extensive experience in police operational matters including community oriented policing may be accepted in lieu of the advanced degree. Graduation from a certified police academy or other law enforcement training facility is required. **Work Experience:** minimum of seven years of progressively responsible experience in active national police service at the strategic, operational and administrative levels with the rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. At least three years of specific experience in community-oriented policing, both policy-making and implementation is required. Peacekeeping or other international experience in the UN or other international organizations is desirable. **Languages:** English and French are the working languages of the UN. For the advertised position, fluency in oral and written English is required. Fluency in French is desirable.

Date of Issuance: 21 June 2021

Preference will be given to equally qualified women candidates.

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VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2021-SPC-75908-DPO

15 September 2021

Police Reform Adviser, P-4

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

U.S. Dollars 94,268

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

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

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activity of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. She will provide assistance actively on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

COMPETENCIES:

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. Demonstrates professional competence and mastery of subject matter; 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. **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 accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform 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 seven years of progressively responsible experience in rule of law developmental matters – knowledge of police reform, including law enforcement development and capacity-building is required. In active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

Date of Issuance: 21 June 2021

Preference will be given to equally qualified women candidates

Applications already submitted with previous circulation of this Job Opening will be taken into consideration



*Vacancy Announcement for Positions in the Department of Peace Operations
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VACANCY ANNOUNCEMENT NUMBER

2021-SPC-75910-DPKO

DEADLINE FOR APPLICATIONS

15 September 2021

POST TITLE AND LEVEL

Logistics Planning Adviser, P-4

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DÉPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 94,268

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

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

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

RESPONSIBILITIES: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Adviser provides expert advice, assistance and know-how in the field of logistics as pertaining to improving the overall effectiveness and efficiency of UNPOL and national law enforcement agencies, including equipment required and control by the Standing Police Capacity. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations on a continual basis. At its duty-station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peacekeeping Operations to ensure that logistical planning for law enforcement is adequately included in terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. The incumbent advises and assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area, analyses the local environment to determine procurement and other logistical needs and possibilities for meeting law enforcement and capital projects (infrastructure development, maintenance and full spectrum of assets management practices, etc.). The incumbent develops material resource plans and makes recommendations on the short, medium and long-term equipment and material needs of UN Police in relation to their mandate, as well as specific recommendations on how UN Police, other international actors and local partners can assist in incrementally improving the provision, repair, maintain, upgrade, replacement and collection of core equipment and material, including infrastructure development and maintenance. The incumbent works with indigenous law enforcement agencies with appropriate measures of transparency and accountability appropriately addressed. S/he identifies and coordinates possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training and other policing facilities and equipment and others as required with full understanding of the standards that are essential to individual safety and safeguards to the environment. S/he will also take control over equipment, transport and infrastructures used or required by the Standing Police Capacity in Brindisi.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety, capacity-building, law and infrastructures in the field of law enforcement; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police on logistics and capital projects aspects, such as procurements, procurement and maintain equipment, materials and buildings to the mission area and for local use in Brindisi. Shows pride in work and in 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; assumes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Sets clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate resources and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary to complete work efficiently. **Technological Awareness:** Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; seeks to apply technology to appropriate tasks; shows willingness to learn modern technology.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, public administration, business management or other relevant field; first level university degree with a relevant combination of academic qualifications and extensive experience in law enforcement operational matters; logistical support or procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training facility is required.

Work Experience: A minimum of seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required including five years of experience in capital projects (new projects and maintenance) and logistical management (budget, procurement, assets management, replacements, losses, decommissioning, etc.) for law enforcement agencies. Experience in the use of modern Internet-based research methodologies and sources is desirable. Peacekeeping or other international experience in the UN or other organizations is desirable.

Languages: English and French are the working languages of the UN. For the advertised post, fluency in oral and written English is required. Knowledge of a third UN official language is desirable.

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VACANCY ANNOUNCEMENT NUMBER

2021-SPC-75927-DPO

DEADLINE FOR APPLICATIONS

15 September 2021

POST TITLE AND LEVEL

Transnational Crime Officer, P-3

DUTY STATION

BRINDISI, ITALY

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS (DPO)

INDICATIVE MINIMUM GROSS ANNUAL

U.S Dollars 79,954

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

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

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

RESPONSIBILITIES:

Under the direct supervision of the SPC Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Officer provides support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely to assist the various international and national actors at headquarters and in the field to help design strategies, as well as assists in the development and implementation of projects and programme activities. When at SPC's duty-station of Brindisi, the incumbent assists in strategic and operational planning tasks, as well as in the evaluation of the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police; assists in advising national police and other law enforcement officials in planning, developing, and implementing police and other law enforcement strategic programmes and activities to deal with transnational crime; noting the relevance of related measures of cooperation among judicial and law enforcement authorities; inter-agency cooperation; and, assists in the preparation of proposals on how the SPC together with UN Police can provide specialized institutional capacity-building assistance in these areas.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessment of human security, as well as analyzing gaps, identifying standards, and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor programmes, projects and activities in the field of combating transnational crime; knowledge of the current trends, relevant international/regional protocols and comprehensive understanding of the development practices in the field of combatting transnational and organized crime; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. **Commitment to implement 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 Organization:** 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; tries 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 fully 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 Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of 10 years of active policing experience in a national police or other law enforcement agency at the operational, and administrative levels, including at least two years of experience in anti-transnational crime and anti-organized crime policy-making is required. In active national police service, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in UN peacekeeping missions, other similar international organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desirable. **Language:** English and French are the most used working languages of the UN. At the post advertised, fluency in oral and written English is required. Knowledge of other official UN languages, including French is highly desirable.

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POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2021-SPC-78755-DPO

15 September 2021

Team Leader, P-5

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

U.S. Dollars 115,134.00

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

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

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 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 Pol Div, 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 assignment 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 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. 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. **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 organisations 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 makes mistakes; actively supports development and career aspirations of staff; appraises performance fairly.