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 2019-SPC 75815 DPO
DEADLINE FOR APPLICATIONS: 2 December 2019
POST TITLE AND LEVEL Community Policing Adviser, P-4
DUTY STATION: BRINDISI
ORGANIZATIONAL UNIT: DEPARTMENT OF PEACE OPERATIONS
INDICATIVE MINIMUM GROSS ANNUAL SALARY: U.S. Dollars 94,258
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 envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from nine to twelve 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. Where s/he has headquarters in Brindisi s/he will study and initiate best practices in community oriented policing at the national and international levels with a view to facilitating practical activities that the SPC can support once deployed on the ground, not least the primary tasks 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. The SPC will identify potential new and existing field operations wherein other Community oriented policing pilots and other programmes can be implemented by the SPC in co-operation with relevant international and national partners, including donors, or where existing Community oriented policing programmes can be enhanced and/or expanded with the support and advice 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 and 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 cooperation with and understanding of the position of women, children and other vulnerable groups in environments affected by conflicts around which violence and crime often centre, including former combatants, refugees and internally displaced persons.

COMPETENCIES: Professionalism: Demonstrates 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. Insists on professional rather than personal credit. Seeks to learn more 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 needed; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors own and others' work and adjusts plans and actions as necessary; meets time deadlines. 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 andaccepts 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 preferred. Work Experience: A minimum of 7 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. Language: 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 Issue: 26 October 2019

Preference will be given to equally qualified women candidates.
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
2019-SPC-75773-DPO

DEADLINE FOR APPLICATIONS
2 December 2019

POST TITLE AND LEVEL
Logistics Planning Officer, P-3

DUTY STATION
BMNU/SI

ORGANIZATIONAL UNIT
DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)
U.S. Dollars 75,972

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 Planning Officer provides assistance and knowledge in the field of logistics and the field of new technologies pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. While on duty station, the incumbent works with staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. The SPC will coordinate UN efforts in key working groups in the field of new and advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to prepare a series of related logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, the officer 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. He will also advise the local environment to determine procurement and other logistical needs and possibilities for national law enforcement. He identifies and outlines all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

COMPETENCIES:
Professionalism: Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity building and logistics in the field of law enforcement. Good research, analytical and problem-solving skills. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is unflappable 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 progress against plans; adjusts plans and actions as necessary; works efficiently. Teamwork: Works collaboratively with colleagues to achieve organizational goals; 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 totally 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 professional qualifications and extensive experience in law enforcement operational matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a specialized police academy or similar law enforcement training institution is required.
Work Experience: A minimum of five years of active law enforcement experience in national law enforcement agencies or a wide range of operational and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Previous active national police service with a rank of Major or Chief Inspector or its equivalent or higher rank is required. Knowledge and experience of new and/or advanced technologies are highly 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 post advertised, fluency in oral and written English is required. Fluency in French is desirable.

Date of Issuance: 29 October 2019

Preference will be given to equally qualified women candidates.
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 2013-SPG-75776 DPO
DEADLINE FOR APPLICATIONS 2 December 2013
POST TITLE AND LEVEL Personnel Management Officer, P-3
DUTY STATION BRINDISI
ORGANIZATIONAL UNIT DEPARTMENT OF PEACE OPERATIONS
INDICATIVE MINIMUM GROSS ANNUAL D. S. Orders 75,972
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 Police Personnel Management Officer reports directly to the SPC Team Leader of the Peacekeeping Operations (PKO) Office and a UN Police mechanism for building up police components in new UN peace operations as well as assisting existing operations and personnel on a conditional basis. The incumbent is expected to deploy to peace operations for a period from 6 to 9 months away from his/her duty station. Within the field, the incumbent evaluates the National Law Enforcement Personnel management, administration process, national and local police and other organizations related to strengthening the independent and impartial performance of law enforcement agencies as well as increasing their gender mainstreaming, transparency and accountability. S/he advises the peace operations police component on the establishment of an efficient, transparent institutions for law enforcement personnel system through capacity-building activities. S/he advises and evaluates recruitment and placement requests with field law enforcement agencies and recommends changes or conditions related to procedures to their offices, evaluators and monitors the work of the National Law Enforcement Agencies Personnel Resources in carrying out all human resource administrative transactions including preparation of personnel actions, maintenance of staffing files, and processing of contracts and remuneration of personnel cases. The incumbent is expected to ensure that the UN’s activities are adequately planned and organized into a coherent strategy framework, in particular with regard to identifying and supporting relevant activities in administrative systems, legislative and judicial reform, police and prison reform. S/he provides advice and support to managers and staff of national law enforcement agencies on the establishment of and transparent personnel systems, related matters. S/he prepares special reports and participates in regional special police management conferences to discuss and coordinate activities that will enhance the work of UN Global Police. S/he will be in charge of the development of new areas of personnel management for the administration of Law Enforcement Agencies Personnel Department (LPEA). S/he will provide advice on laws and related policies and procedures as well as review UN Global Police’s activities and provides advice on salary and benefits. S/he provide guidance to national law enforcement agencies personnel managers on the application of common personnel policies and procedures and by understanding a whole office review.

COMPETENCIES:
• Professionalism: Knowledge of police human resources policies, practices and procedures and ability to apply them in a professional and institutional setting. Ability to identify issues, formulate policy, make conclusions and recommendations. 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 planning and organizing. Develops clear goals that are consistent with agreed strategies, identifies priority activities and assigns priorities as appropriate, 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 above personal gain; 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 social sciences, public administration or related field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation from a police academy or similar law enforcement training institution is required. Work Experience: A minimum of five years of progressively responsible experience in active military police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Experience within law enforcement organization on a wide range of operational, management and administrative tasks especially in human resources management is required. Knowledge of project management and experience in training delivery as well as gender mainstreaming is an advantage. Knowledge of 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 Issue: 29 October 2013
Preference will be given to equally qualified women candidates.
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: 2019-SPC 75811-DPO
DEADLINE FOR APPLICATIONS: 2 December 2019
POST TITLE AND LEVEL: Police Reform Adviser, P-4
DEPARTMENT: BRINDI/DEPARTMENT OF PEACE OPERATIONS
PO Box 60402, 1000 cleaning C. N. E.

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 to a wide range of law enforcement reform matters with focus on strategic development and institutional building including for host states with missions in transition where it is possible to support provided by a political or standardization on the Standing Police Capacity. The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is part of the UN Police Division that supports the strengthening of police components in host countries and/or supports national police as well as provides support and assistance to existing operations and supports on request basis. The incumbent is expected to deploy to peace operations for a period of 1 to 6 months away from duty status. In line with the policies and guidelines of the Police Division and the Chiefs of the SPC, the incumbent provides a wide range of expert advisory with focus or strategic development and institutional building. The incumbent provides support to law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. Where SPC’s operations in Brindisi, the incumbent renders 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, whereas 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 strategic business management gaps in local law enforcement that may include the 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, human rights, gender equality, crime prevention, human resources, and management and use of technology. Shows persistence when faced with difficult problems or challenges. Kemnai 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: Develop 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 accomplishing work; foresee risks and allows for contingencies when planning, monitors and directs work 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 degree (Master’s degree or equivalent) in the social sciences, law enforcement or related 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. Experience: a minimum of seven years of progressively responsible experience in rule of law development 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, or other service equivalent or higher rank is required. Experience in the use of modern information technology platforms and resources is required. Knowledge of 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: 29 October 2019
Preference will be given to equally qualified women candidates.
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
2019-SPC-73924-DPC

DEADLINE FOR APPLICATIONS
2 December 2019

POST TITLE AND LEVEL
Community Policing Officer, P-3

DUTY STATION
BRINDISI

ORGANIZATIONAL UNIT
DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)
U.S. Dollars 78,372

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 reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations, as well as assisting existing operations on a continual basis. SPC assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization, and reintegration of former combatants. The incumbent also assists other SPC members as directed in other UN Police thematic areas outside of his/her own area of focus.

When at headquarters, the incumbent provides community policing input into the SPC’s mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, as part of a ‘SPC Community Policing Framework’. When in the field, the incumbent works closely with UN Police and other international and local stakeholders in the development of activities and assistance to support the peaceful and sustainable implementation of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in ensuring overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grassroots level community policing.

COMPETENCIES:
Professionalism: Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; 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. Demonstrates professional competence and mastery of subject matter; is committed to meeting commitments, 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; ensures 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 relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted 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 five years of progressive responsible experience in law enforcement matters, including community policing, is required with a rank of Chief Inspector or Major, other service equivalent or higher rank. 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 Italian 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 Issue: 29 October 2019
Preference will be given to equally qualified women candidates.
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
2019-SPEC-5995-DPO

DEADLINE FOR APPLICATIONS
2 December 2019

POST TITLE AND LEVEL
Investigations Advisor, P-4

DUTY STATION
BRINDISI

ORGANIZATIONAL UNIT
DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM CUMULATIVE ANNUAL SALARY
U.S. Dollars 84,268 (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 Investigations Advisor reports directly to a Team Leader of the Special Police Component (SPC) and is responsible for supporting the investigation component of composite UN Peace Operations (C-UNPOL) missions. The incumbent is expected to be deployed to peace operations for periods of 2 to 6 months away from his/her duty station. The incumbent provides a wide spectrum of support to police components in new UN peace operations as well as assisting existing operations on a continuous basis. The incumbent is expected to be deployed to peace operations for periods of 2 to 6 months away from his/her duty station. The incumbent provides a wide spectrum of support to police components in new UN Peace Operations as well as assisting existing operations on a continuous basis. The incumbent is expected to be deployed to peace operations for periods of 2 to 6 months away from his/her duty station. The incumbent provides a wide spectrum of support to police components in new UN Peace Operations as well as assisting existing operations on a continuous basis.

- Conducts field investigations, including but not limited to, crime scene investigations and criminal investigations, to support the police component's mandate and mission objectives.
- Assists in the development and implementation of investigation strategies and plans.
- Provides technical guidance and training to police component personnel on investigation techniques and procedures.
- Collaborates with other UN agencies, international organizations, and national authorities to ensure effective information sharing and coordination.

COMPETENCIES:

Professionalism: Knowledge of the laws, concepts, and principles relevant to democratic policing, law enforcement, community crime control and conflict prevention. Relevant knowledge of the conduct and performance of investigations in a national law enforcement agency, including in the field of combating transnational crime. Knowledge of the current trends and developments in the field of investigations in general and relating to transnational and organized crime. Good research, analytical, and problem-solving skills. Ability to identify and analyze different crime patterns and to identify trends in crime. Demonstrates professionalism, integrity, and the maturity of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines, and achieving results. Is dedicated and effective in pursuing goals. Works with personal concerns. Shows perseverance when faced with difficult problems or challenges. Relates well 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; factors in risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences, law, or other relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience in police operational matters covering crime scene investigations may be accepted in lieu of the advanced university degree. Graduation from a recognized police academy at state law enforcement training facility is required. Work Experience: A minimum of five years of active law enforcement experience on a wide range of operational and administrative duties, including experience in management and policy-making with regard to crime scene investigations, including of transnational organized crime and criminal justice management. Experience in the use of modern investigation techniques and methods is required. Past membership in and performance of police forces and law enforcement agencies is required. Past membership in law enforcement agencies and experience in the UN or other international organizations and peacekeeping operations 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: 29 October 2019
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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: 2019-SPC-78816-OPD
DEADLINE FOR APPLICATIONS: 2 December 2019
POST TITLE AND LEVEL: Public Order Adviser, P-4
DUTY STATION: BRINNIS
ORGANIZATIONAL UNIT: DEPARTMENT OF PEACE OPERATIONS
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION: US Dollars 34,268

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: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the incumbent advises and assists on the law enforcement maintenance of public order, including crowd management and riot control. The SPC is a UN Police mechanism for training UN Police components in new UN peace operations as well as assisting existing operations on a continual basis. The incumbent provides advice on deployment and use of international Police Organizational Units (IPUs) in UN police operations as well as the development of the capacity in individual law enforcement agencies that UN Police are mandated to assist. Activities are undertaken with regard to building institutional law enforcement capacity in the public order field, in line with the strategic mission of UN Police. When at UN Police missions, the incumbent interacts closely with officials in the Police Division of the Department of Peace Operations and develops doctrine and concepts of operations on law enforcement and public order matters relevant to the respective assignments given to the SPC. She reviews current UN Police operations with a view to formulating proposals on public order assurance that the SPC is equipped to undertake once deployed on the ground. Works closely to the team to develop strategies and advise UN Police in the deployment and use of IPUs as well as other public order practices and advises on specific law enforcement on the full breadth of law enforcement operations to ensure public order. Focus is placed on the organizational and structural changes required to institution law enforcement as well as developing local capacity and tactics for law enforcement units in crowd management and riot operations, both during peace as well violent demonstrations and protests. The incumbent pays particular attention to the needs and requirements of indigenous forces/UN Police organizations and makes expert recommendations to support their overall development. She may also provide advice and assistance on crowd-related issues, crime prevention, and protection of VIPs; polishing diplomatic compounds and other representative areas, and providing police cover and escort services.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts, and approaches relevant to democratic policing, law enforcement, community safety and capacity building; good research, analytical, and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter in accordance with prescribed standards of excellence in meeting commitments, observing deadlines and achieving results; 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; sets 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;愿意 learn from others; places team agenda before personal agenda; supports and contributes to the team, even when asked to sacrifice personal interests for the sake of the group; treats differences with diplomacy and tact; accepts responsibility for own share of the load.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the social sciences, economics, law, public administration or related field. A first level university degree with a minimum of two years of relevant experience in peace and security operations or related field 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 7 years of active law enforcement experience in a national law enforcement agency at the strategic, operational, and administrative levels, including at least three years of experience in crowd management and riot control and other public order matters, both with regard to policy-making and implementation, is required. Must be in active national police service with the rank of Superintendent or Lt. Colonel; other service equivalent or higher rank is required. Peacekeeping or other international experience in the UN or other international organizations is desired. Languages: English and French are the working languages of the UN. For the post advertised, fluency in and ability to write English is required. Fluency in French is desirable.

Date of Issuance: 29 October 2019
Preference will be given to equally qualified women candidates.