

# 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**

**DEADLINE FOR APPLICATIONS**

**POST TITLE AND LEVEL**

**DUTY STATION**

**ORGANIZATIONAL UNIT**

**INDICATIVE MINIMUM GROSS ANNUAL**

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

2010-SPC-78775-DPO

15 March 2019

Gender Affairs Officer, P-3

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

U.S. Dollars 79,954

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

**RESPONSIBILITIES:** The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC), which 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. The incumbent provides expert advice on matters relating to Gender Mainstreaming and Sexual and Gender-Based Violence (SGBV) in the context of the SPC planning at headquarters and specific assignments in the field. It is envisaged 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 advise on mainstreaming gender perspective in all SPC activities, and designated UN missions, on all the UN police policies, programs and activities, taking into account gender consideration as crosscutting issues throughout the mission mandate. Support UN police activities on all aspects relating to the situation of women and girls, especially in relation to the need to protect them from gender based violence. S/he will support UN-Agencies, Funds and Programs throughout UNDP Global Focal Point as well as Police Contributing Countries when her/his field of expertise is requested. In start-up mission, s/he will advise, guide and help in enhancing the capacity of the UNPOL Gender Focal Points through training and helping in drafting documents such as SOP for gender unit, Gender Policy and Sexual Harassment policy when needed, for the Host Country Police. At the duty station in Brindisi, the incumbent undertakes relevant studies of matters pertaining to gender representation and protection of vulnerable persons as they pertain to the mandate of respective UN police components in UN peace operations. This work includes determining the specific role to be played by SPC in providing UN police in the field with assistance in these areas and/or supporting the development of this capacity in indigenous law enforcement agencies that the UN police are tasked to assist. When deployed in the field s/he works closely with UN police and National Law enforcement authorities in developing a strategic approach for the protection of vulnerable persons and investigations of Sexual violence. The gender issue officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing indigenous law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, which is the strategic mission of UN police, the incumbent seeks to support organizational and structural change in indigenous law enforcement agencies, such as the creation of structures for investigating sexual and gender based violence.

**COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; relevant knowledge of gender issues, UN Gender Policies and the conduct and performance of investigating complex cases of sexual violence in a national law enforcement agency. 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 and police general investigations 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 progressively law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to general and complex crime investigations is required. Training experience or background is desirable. 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 post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.