

# United Nations

*Job Opening for Position requiring official secondment  
from national governments of Member States of the United Nations Organization*

<b>Post title and level</b>	<b><u>Police Chief of Operations, P-4</u></b>
<b>Organizational Unit</b>	<b>United Nations Interim Security Force for Abyei (UNISFA)</b>
<b>Duty Station</b>	<b>Abyei</b>
<b>Reporting to</b>	<b>Deputy Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>05 March – 20 April 2019</b>
<b>Job opening number</b>	<b>2019-UNISFA-4491-DPO</b>

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

## **RESPONSIBILITIES**

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner (DPC), the Police Chief of Operations will be responsible for, but not limited to, the performance of the following duties:

- Oversee, plan and coordinate operational activities of all elements of UN Police Component, including individual police officers (IPOs) and Formed Police Unit (FPU).
- In coordination with the other pillars of the UN Police Component, assist the Head of Police Component or his/her Deputy in the formulation and implementation of the UN Police Standard Operating Procedures (SOP), Concept of Operations (CONOPS) and other operational guidance and instructions; initiate their review if necessary;
- Coordinate UN Police operational support activities with Abyei Police Service (APS), other UNPOL sections, Mission and host states' national security agencies, including planning and allocation of UNPOL human, logistical and operational resources in accordance with operational needs;
- Coordinate operational support to the Abyei Police Service (APS) in the maintenance of law and order through the deployment of FPU or other UN Police elements when required;
- Coordinate the operational activities/requirements of use UN FPU throughout the Mission area as well as administrative and welfare support on a regular basis.
- In the absence of Abyei Police Service, provide advisory support to the Community Protection Committees (CPCs) in the maintenance of law and order; coordinate their capacity building and training when/if required;
- Analyze trends and implications of emerging criminality and other security related issues and develop and/or recommend and advise on possible strategies and counter-measures;
- Establish and maintain more efficient operational reporting system within the UN Police Component, with other Mission stakeholders and DPO Police Division;
- Establish a close liaison with the UN Police Team Site Sector/Region Commanders and FPU on matters of operations, safety and security in the sectors;
- Conduct regular assessment visits to the Sectors/Regions, team sites and UNPOL stations as well as FPU camp to inspect the overall progress of the implementation of operational plans and monitor the welfare and security concerns of UNPOL/FPU personnel on the ground;

- Establish close liaison with the Mission military component to plan joint operations, coordinate participation of UNPOL staff in Joint Operations Center (JOC), Joint Mission Analysis Centre (JMAC);
- Closely interact with the Mission Security pillar, Military component, Abyei Police Service (APS) and other security institutions to comply with UNPOL personnel's safety and security.
- Establish and provide proper command and control management of the subordinate UN Police personnel under his/her supervision:
- Maintain a database of all operational activities including elaborate crime statistics and major crime incidents that occur within the AORs;
- Plan and coordinate FPU mandate activities to ensure that they are in accordance with FPU Policy (Public Order Management within, support of humanitarian activities, dynamic patrols, and other pertinent tasks directed by the Police Commissioner);
- Ensure effective and efficient operational deployment and functioning of the FPU within and throughout the Mission area in close consultation with the UNPOL leadership through the established chain of command;
- Coordinate the operations of the FPU especially in hot spots within the Abyei Area for effective timely response.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HOPC.

## **COMPETENCIES**

- **Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, public order policing, experience in planning, development and implementation of policing guidance, operational orders; ability to apply technical expertise to resolve police related issues and challenges; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.
- **Planning and organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
- **Teamwork:** Ability to establish and maintain effective working relations with people of different national, linguistic and cultural backgrounds with sensitivity and respect for diversity. Willingness to solicit inputs and learn from others, to place team agenda before personal agenda. Willingness to share credit for team accomplishments and 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 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.

## **QUALIFICATIONS:**

### **Education:**

Advanced university degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Law Enforcement, Security, Criminal Justice Administration, Business or Public Administration, Development Studies (particularly in law enforcement) or other relevant field. A first level university/bachelor's degree with a combination of relevant professional level experience in law enforcement, including police operations and administration, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy is required.

**Work Experience:**

At least 7 years (9 years in absence of advanced university degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the field and/or national police headquarters level - required: 5 years of active managerial police experience with practical involvement in operational planning, commanding police operations (including with formed police units' use), policy development - required. Practical direct experience in commanding a regional or a state level police infrastructures/pillars -- highly desirable. Experience in one or few of the following areas is desirable: crime management, police administration, police training and development, community policing, change management (particularly in law enforcement) or related field. Previous UN or international experience is an advantage.

**Rank:** Lieutenant-Colonel/Superintendent of Police or other service equivalent or higher.

**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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 01 March 2019

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

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.