United Nations

Job Title and Level: Deputy Police Commissioner
Organizational Unit: United Nations Organization for the Stabilization in Democratic Republic of Congo (MONUSCO)
Duty Station: Goma
Reporting To: MONUSCO Police Commissioner
Deadline for Applications: 15 March (extended)
Job Opening Number: 2019-MONUSCO-49448-IPO

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

RESPONSIBILITIES:
MONUSCO’s mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the mission’s mandate and under the supervision and substantive guidance of the Police Commissioner (PC), the Deputy Police Commissioner will be responsible for the operational oversight of the UN Police component’s activities related to the Mission’s mandate, implementation including the overall PNC development and reform agenda, and within the limits of delegated authority, will perform the following duties:

- Advising the Police Commissioner and other UN mission leadership on issues related to the implementation of the mission’s mandate;
- Assure the UN Police component’s strategic, operational and logistical support to the UN Police component, as well as assigning specific duties to the UN Police Officers deployed in the mission;
- Provides a direct oversight of all subordinate units within the structure of the UN Police component as may be assigned by the Police Commissioner;
- Coordinates operational details of the UN Police component’s activities in the mission;
- Manages the coordination and implementation of the bilateral projects and support in the overall framework of PNC programs and initiatives, development of bilateral activities that support the achievement of PNC capacity building objectives;
- Oversees the management of activities undertaken by the PNC, ensure that programmatic activities are carried out in a timely fashion, and co-ordinate work in the different areas both within the Police, and with other organizations of the Government and United Nations System as appropriate;
- Through the administrative and support capabilities of the PNC, facilitate the provision of support infrastructure, logistical, planning, analytical and support services, coordination, communication, systems and policies for the full spectrum of service delivery responsibilities of PNC;
- Participate in international, regional or national meetings and provide programmatic/substantive expertise on an issue or hold programmatic/substantive and organizational discussion as with representatives of other institutions.

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- Regularly consult and collaborate with UN agencies, international and national NGOs, judicial officers, correction officers, humanitarian, human rights, bilateral/multilateral donors, members of civil society, and members of the national governments on policy development and administration requirements relevant to the UN mandate.

- Assist in the development and implementation of the capacity enhancement and overall institutional development plans for the UN Peace Support Operations through a wide-ranging consultation process which shall engage international and national partners.

- Assess the needs of the PNC (Peacekopress National Police) in the areas of responsibility in close collaboration with relevant units, UN system partners and contribute to the development of bilateral/whose support projects.

- Contribute to the development and monitoring of the implementation of the Mission Implementation Plan, UN Police (MINUSCA, MINUS, UNPOLICE), and Policies and strategies that relate to the activities of the UN Police are directed towards the achievement of the overall goal of the mission.

- Assist the Police Commissioner in the provision of input for the Secretary-General's reports to the Security Council and other documents as they may pertain to law enforcement matters.

- Perform other functions that are consistent with the mandate provided by the Security Council resolution and may be required by the Mission leadership, relating to the management of the UN Peace Support Operations.

- Provide leadership to the police component of the mission during the absence of Police Commissioners and perform any other duties as assigned by the Police Commissioner or Chief of the Police.

COMPETENCIES:

Professionalism: Displays commitment to human rights and the ability to give the necessary prominence to human rights issues and values in work and achievement. 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. Seeks effective solutions to problems andolute in project work to meet deadlines.

Client orientation: Establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies client needs and aligns own priorities to meet client needs. Aims to keep clients informed about progress and setbacks in project work and time line for delivery of products or services to clients.

Planning and organizing: Develops clear goals that are consistent with agreed strategies; includes 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, using time efficiently.

Leadership: Seeks to develop others and to inspire them to action. Shows commitment to goals and values, emphasizes visions and values over rules and policies. Establishes and maintains supportive, satisfactory, and respectful relationships with a broad range of people in diverse and different contexts. Establishes and maintains productive and effective working relationships with colleagues. Takes the initiative to take appropriate action, 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.

Knowledge of strategies and commitment to the goal of gender balance in staffing.
Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information, before making a decision, weighing positive and negative impacts of decisions prior to making them; proposes a course of action or makes a recommendation based on available information, checks assumptions against facts, determines that the action proposed will satisfy the expressed and underlying needs for the decision, makes tough decisions when necessary.

QUALIFICATIONS:

Education: Advanced university degree (Master's or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with analytical experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified Police Academy of other national or international law enforcement institutions is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressively and active policing service/experience both at the field and national/police headquarters level including 7 years of active police experience at senior police ranking level, with substantive strategic planning and managerial experience in areas such as operations, human and financial resources, crime management, police administration and police training and development. Practical command level experience of directing a department or a region in state level police units. Highly developed ability to take sound and wise decisions, develop and implement strategic, operational and tactical plans, and plan, implement and control activities for the achievement of objectives.

Language: Knowledge of written and spoken English is required.

Performance will be given in equally qualified national candidates.

Date of issuace: 2 June 2019
http://www.un.org/nat/employment/jobadverts

In accordance with the new Policy on Human Rights, Personnel of UN Personnel of all individuals who seek to serve with the United Nations are requested to respect "self-reflection" that is, they have not committed any acts prejudicial to the Human Rights and are not liable to be subjected to the obligations of international human rights or international humanitarian law. The exact wording of the self-reflection is outlined in Annex 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 exceeding.
APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEMAKING OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to professional posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations or special political missions. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned form is required only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidatures applying independently will not be considered. It is expected that applications be submitted as soon as possible but not later than deadlines specified in each Job Opening announcement.

   Applications received after the deadlines will not be considered.

2. All applications must be submitted in a duly completed, typewritten and signed United Nations Personal History Event P-11) along with Academic, and Employment Certification Form (attached to P-11 form). Applications using other formats will not be accepted, but additional information may be submitted to the P-11. For the convenience of the Permanent Missions, a P-11 form and instruction are enclosed or samples to be photocopied as needed.

3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidature qualifications and experiences as they relate to the requirements set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.

4. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Missions are required to provide human rights verification for all candidates. The following language may be included in a nomination note verbal: “The Government of... hereby certifies that none of the nominated candidates has been convicted of, or is not currently under investigation or being proceeded for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of... hereby certifies that it is not aware of any allegations of...”

5. In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to agree with the United Nations, are required to make “self-disclosure” that she has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The self-disclosure must be attached to the P-11 form and contain the following wording: “I certify that I have not been convicted of, nor prosecuted for, any criminal or disciplinary offence. I certify that I have not been involved in any violation of human rights law or international humanitarian law. The application without signed individual self-disclosure will not be accepted.

6. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
7. Permanent Mission is requested to confirm the level of the educational degree obtained by each nominee, or its equivalency to a 1st or other level university degree.

8. Permanent Mission is requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note verbale listing the names of the candidates, and indicate they are nominated for and the corresponding vacancy announcements.

9. Applications must be hand-delivered by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Initiatives, Department of Peacekeeping Operations at UN Plaza, 7th floor, room D1-4726, in accordance with the specific directions in the relevant Note Verbale.

10. Upon delivery of the applications, the Selections and Recruitment Section will acknowledge the receipt to the individual making the delivery.

11. Communication regarding this process will be maintained through the Permanent Mission only. The Secretariat will not answer any proposal quires from individual applicants.

4 June 2019