

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peace operations and subject to the approval of United Nations General
Assembly and renewal of the UNSOM's mandate.*

Post title and level	Police Adviser (Reporting Officer) seconded (non-contracted).
Organizational Unit	United Nations Mission in Somalia (UNSOM).
Duty Station	Nairobi, Kenya with frequent travel to Somalia.
Reporting to	Police Commissioner through the established chain of command.
Duration	12 Months (Extendable)
Application Deadline	31 January 2024

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

RESPONSIBILITIES:

Under the guidance and direction of the UNSOM Police Commissioner, the police adviser (reporting officer) is responsible for the following actions:

- Drafting high-level reports (Secretary General, Code Cables, Quarterly Trend Analysis etc.) and correspondence on behalf of the UNSOM Police Section.
- Drafting the UNSOM Police Bi-annual report.
- Collating and assessing reports within police section.
- Producing the Daily Situation Report, Weekly Situation Report, Monthly Strength Report, and Monthly Staffing Table.
- Recording minutes of various meetings and follow up on relevant action points.
- Supporting the drafting of work plans, including the revision of the Police Concept of Operations.
- Supporting the Planning Officer in monitoring and evaluation of work plans.
- Backstopping the Administrative Assistant by providing administrative and human resources support to Individual Police Officers deployed in accordance with established procedures and instructions.
- Acting as UNSOM Police Section Liaison Officer to Somali Police Force (SPF), African Union Transition Mission (ATMIS) and European Union Capacity Building Mission (EUCAP).
- Preparing and supporting arrangements for the arrival of new IPOs to the mission.
- Preparing and supporting arrangements for external visits to missions.
- Preparing and coordinating interviews as part of the Section's recruitment process.
- Performing other duties as may be required by the UNSOM Police leadership within the framework of mandate implementation.

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

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with difficult problems or challenges; remains calm in stressful situations. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors' language, tone, style, and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. Specialized training in an administration related field is an advantage. A university degree in a related field (law, law enforcement, security, business and/or public administration, finances, human resources management, logistics, procurement etc.) is an asset.

Work Experience: A minimum of 7 years of experience in police or other national law enforcement is required. Proficiency in English and exemplary drafting skills is required. Experience in high-level coordination of a range of police and non-police stakeholders is an advantage.

Experience from regional or national police headquarters including planning, project management or reporting is desired. Experience in drafting high-level reports with complex formatting in Word is required and working with advanced Excel work sheets, SharePoint, UNITE AWARE SAGE and MS Teams is desired.

Previous working experience from the Horn of Africa is highly desirable. Experience in working in a Special Political Mission, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage.

Languages: For the post advertised, fluency in oral and written English is required.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates (only applicable for a limited number of Member States that do not host SAAT). Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

MISCELLANEOUS:

UNSOM Police Section Leadership is committed to maintain gender parity and strongly encourage Member States to nominate male and female candidates.

Member States are encouraged to nominate candidates who can serve for at least two years (pending performance and operational needs).

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

All shortlisted candidates will be required to fill in a job-fit questionnaire.

Preference will be given to equally qualified women candidates.

Date of Issuance: 01 December 2023

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

In accordance with the UN 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.

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Post Title and Level	Police Adviser (Strategic Advice and Coordination), seconded - non-contracted (2 positions).
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM Special Political Mission).
Duty Station	Field offices in Somalia (Kismayo, Baidoa, Beletweyne, Garowe, and Dhusamareb) as per operational needs.
Reporting to	UNSOM Police Commissioner through the chain of command.
Duration	12 months (Extendable).
Application Deadline	31 January 2024

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

RESPONSIBILITIES

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Section and within the limits of delegated authority, the UN Police Adviser for Strategic Advice and Coordination will be responsible for, but not limited to, the following duties:

- Support the Somali Government-led inclusive political process in strengthening the rule of law, including the development of a federal justice system and implementation of a federated policing system in line with the Comprehensive Approach to Security.
- Ensure that the UNSOM strategic priorities (governance and state building, security and the nexus approach) are driving the UN's programmatic interventions on policing in Somalia.
- Support the development, review and implementation of the Somali (FGS and FMS) Strategic Police Plans by advising, coaching and mentoring Somali counterparts.
- Advise Somali police in the formulation and implementation of legislation, policy and procedures to enable the delivery of basic policing services to targeted communities.
- Develop and maintain collaborative relationships with the African Union Mission in Somalia focal points, especially in relation to ATMIS support to operational policing activities.
- Provide advice to Somali police in the development of long and short-term strategies in the areas of procurement, logistics, asset management, budgeting, strategic financial planning, payroll systems, financial auditing, weaponry, information technology, communication, public information etc.
- Provide high quality advice and briefings to the UNSOM Police leadership.
- Perform other duties as may be required by the UNSOM Police leadership within the framework of mandate implementation especially in connection to the specific subject matter expertise.

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COMPETENCIES

Professionalism: Shows pride in work and achievements; demonstrates professional competence and

mastery of subject matter; is motivated by professional rather than personal concerns; demonstrates good judgment in the context of assignments given. 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; monitors and adjusts plans and actions as necessary; uses time efficiently.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. Specialized training in police reform, strategic planning, or project management, is an asset.

Work Experience: A minimum of 5 years of relevant experience in police or other national law enforcement is required. Experience in one or more of the following areas: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management and/or technical support is required.

Experience in facilitating high-level coordination of police and non-police stakeholders is highly desirable, and experience from regional or national police headquarters including planning, project management or reporting is an advantage. Experience from supporting Female Police Networks, One-Stop Centres for SGBV crimes or similar is an advantage.

Service in special political missions, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage. Previous working experience from the Horn of Africa is highly desirable.

Experience in a command or strategic positions with exposure to one or more of the following subjects is an advantage: oversight, Human Rights, weapons and ammunition management, anti-corruption, human resources, logistics, finance, diplomatic police, border management, gender and/or countering serious and organized crime. Familiarity with federated police models is an advantage.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge in Somali language is an advantage.

MISCELLANEOUS:

UNSOM Police Section Leadership is committed to maintaining gender parity and strongly encourage Member States to nominate qualified male and female candidates.

PCCs are encouraged to nominate candidates who can serve for two years (subject to performance and operational needs).

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

All shortlisted candidates will be required to fill in a job-fit questionnaire.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival (only applicable to a limited number of PCCs that do not host SAAT) of the candidates. Failure to pass the in-mission assessment will result in the candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Post title and level	Police Adviser (Police Reform / New Policing Model) – seconded (non-contracted)
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Mogadishu
Reporting to	UNSOM Police Commissioner through the established chain of command
Duration	12 Month (Extendable)
Application Deadline	31 January 2024

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

RESPONSIBILITIES:

In compliance with the mission mandate the Police Adviser (Police Reform / New Policing Model) will be responsible for assisting the Somali police authorities with the effective implementation of police reform under the New Policing Model agreement under the authority of the UNSOM Police Commissioner and within the limits of delegated authority. The adviser will be responsible for the following (non-exhaustive) duties:

- Advising on planning, coordinating and functioning of the key components of the New Policing Model.
- Support coordination in the Somali coordination structure consisting of federal and state technical committees, the Somali Technical Working Group, the Council of Police Commissioners and the Conference of Ministers of Internal Security and the Sub-working Group on Police under the Comprehensive Approach to Security.
- Assist the Somali Police in coordinating international donor support to Somali Police, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- To the extent possible, participate in and support the coordination structures outlined above.
- Support the implementation and monitoring of Somalia's New Policing Model.
- Support program management to implement police reform, taking into account past, ongoing and future police support activities; being flexible to adapt program implementation to new requirements in consultation with key stakeholders.
- Coaching and advising senior Somali officials involved in the coordination committees of police reform.
- Identifying and assessing additional capacity building needs for the implementation of police reform.
- Develop partnerships with other actors in the security sector (justice, military, intelligence services, custodial corps) and international partners, particularly under the Global Focal Point arrangement.
- Assisting the development of inclusive programs for protection of gender and vulnerable groups within and by the police.
- Assisting the development of a sense of belonging and ownership among the police and the police authorities on Federal and State level.
- Other duties as directed by the UNSOM Police Commissioner in order to implement the mandated activities, especially in connection to the specific subject matter expertise.

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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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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.

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MANAGERIAL COMPETENCIES:

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: Graduation from a Police College/Academy or other recognized law enforcement educational institution is required. University degree in a related field (law, law enforcement, project management) is desired.

Work Experience: Active experience from national law enforcement of a minimum of 10 years service. Experience in police reform and/or change management is required. Experience in project planning, management and the specific area is desired. Experience in leadership, program planning and management is key to this post. Peacekeeping or other international experience in the UN or other organizations is required. Experience in working with high-level political authorities is an advantage. Experience in a command or strategic level position with exposure to one or more of the following subjects is an advantage: oversight, Human Rights, weapons and ammunition management, electoral security, anti-corruption, human resources, logistics, finance, diplomatic police, border management, special operations, crowd-and-riot-control, gender and/or countering serious and organized crime.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge in Somali language is an advantage.

Assessment for Mission Service: The candidate should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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