

# 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 UNOWAS' mandate.*

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| <b>Post title and level</b>      | <b>UN Police Adviser – seconded (non-contracted)</b>  |
| <b>Organizational Unit</b>       | <b>United Nations Office for West Africa and the Sahel</b>                                    |
| <b>Duty Station</b>              | <b>Senegal, Dakar</b>   |
| <b>Reporting to</b>              | <b>Principal Political Affairs Officer within the Political Affairs<br/>Section of UNOWAS</b> |
| <b>Duration</b>                  | <b>12 Months (with a possibility of extension)</b>  |
| <b>Deadline for applications</b> | <b>31 January 2024</b>  |

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

## **RESPONSIBILITIES:**

The UN Police Adviser will report to the Principal Political Affairs Officer within the Political Affairs Section. The incumbent will be Police Adviser to the UNOWAS' leadership on issues related to law enforcement, including transnational organized crime, maritime insecurity and violent extremism. S/he will be supporting the establishment with other regional entities, multilateral organizations, national authorities and other stakeholders on matters related to law enforcement and police reform.

The incumbent will be responsible for, but not limited to, the performance of the following duties:

- Maintain an understanding of the general dynamics and trends in West Africa and the Sahel with regard to policing, crime and law enforcement issues;
- Provide strategic advice and support to the Special Representative of the Secretary-General in his consultations with regional States and organizations on issues related to law and order enforcement, including on transnational organized crime, illicit trafficking, violent extremism, maritime insecurity including piracy;
- In close collaboration with the Senior Military Adviser, promote and support, as appropriate, national, regional and sub-regional institutions in their efforts to address the impact of emerging security threats from a law enforcement perspective;
- Support national and regional actors in the development and implementation of police and law enforcement strategies, as relevant, including on transnational organized crime, illicit trafficking, violent extremism and maritime insecurity;
- In collaboration with the Security Sector Reform advisor, and other relevant UN entities and other actors, support the development and implementation of respective national SSR strategies applying democratic governance best practices.
- Establish and develop working relations between UNOWAS, police and law enforcement entities in the region; liaise with specialized UN and non-UN entities, including the UN Office on Drugs and Crime and INTERPOL.
- Foster effective working relationships and joint analysis with other components of the Office, Peace and Development Advisers (PDAs) in the region, UN Agencies, Funds and Programs, national military/civilian authorities, the diplomatic community, international and multilateral organizations, NGOs including civil society, media and other key stakeholders;

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- Facilitate the establishment of a coordinated system between the Special Representative of the Secretary-General and all States in West Africa and the Sahel as well as with regional organizations, including ECOWAS, Group of Five for the Sahel, African Union, to gather information related to law enforcement, including on transnational organized crime, illicit trafficking, violent extremism, maritime insecurity, including piracy;
- Provide short and long-term analysis on developments affecting regional peace and security, as well as the implementation of UNOWAS mandate;
- In collaboration with the Gender Adviser, support gendered analysis and mainstreaming of gender in police reforms and law enforcement, including in efforts to combat and prevent transnational organized crime, maritime insecurity and violent extremism, consistent with various Security Council resolutions on Women, Peace and Security.
- Support UN Crisis Management Cells established by the Department of Political and Peacebuilding Affairs, as required.
- Represent the Office in meetings, as directed.
- Perform any other duties as assigned by the direct supervisor or his/her designee in fulfilment of the mission mandate.

### **COMPETENCIES:**

**Professionalism:** Displays commitment to human rights and the ability to give the necessary prominence to human rights; demonstrates competence in police matters at the strategic and command levels; ability to identify issues, formulate opinions and provide recommendations through the use of sound judgment and applying expertise to solve a wide range of problems related to law enforcement; possesses strong analytical skills, and experience in information collection and management as well as excellent drafting and editing skills with the proven analytical ability and experience in building information networks in a complex conflict and post conflict environment; shows pride in work and in achievements; 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 & 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.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

### **QUALIFICATIONS:**

**Education:** Graduation from a certified police academy or other recognized national or international law enforcement training institution is required. Advanced university degree (Master's or equivalent) in law, law enforcement, police management, security studies, criminal justice, political science, business or public administration, human resources management, change management, or other relevant field is highly desirable. A first-level university degree in combination with qualifying experience in law enforcement, including

management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable.

**Work Experience:** A candidate must be in active police service possessing minimum of 10 years of progressive and active policing service/experience at the field and/or national police headquarters level, including 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management, including transnational organized crime, crime trend analysis and crime prevention, police administration, policy development and police capacity building is required. Experience in training and development, training management, change management (particularly in law enforcement), reform and restructuring, institutional building, research and analysis, interagency coordination and liaison is desired. Previous UN or international experience is an advantage.

**Rank:** For this position, a senior police rank (preferably Senior/Chief Superintendent of Police, Colonel, other equivalent rank) is an advantage.

**Languages:** For this position, fluency and full proficiency in oral and written English along with working level of French 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. 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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Preference will be given to equally qualified women candidates.

Date of Issuance: 10 December 2023

In accordance with the 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 abovementioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

<https://police.un.org/en>