

United Nations



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

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	Anti-Gang Adviser, Seconded (non-contracted) IPO
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months extensible
Deadline for application	30 August 2024

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the of the Police Commissioner through the established chain of command, the incumbent will technically support HNP entities, in particular the Central Director of the Administrative Police of the Haitian National Police (HNP), on anti-gangs' initiatives and strategies, with a special focus on the research, operational planning, law enforcement, investigations, intelligence, and training's activities. S/he will also coordinate with donors and international partners in developing the HNP's capacity to tackle gang-related violence in all police interventions aspects. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete action for the smooth implementation of BINUH's mandate on HNP capacity building through advising, coaching, and training on matters related to Anti-Gang priorities and efforts.
- Work with other stakeholders on providing coordinated technical advice with a view to strengthening HNP Police operational capability and facilitating the implementation of the required improvements and changes to build an effective anti-gang capability within HNP.
- Assist HNP counterparts in building their internal capacity to undertake effective anti-gang public information and awareness initiatives at the national and local community levels as required.
- Assess the training needs and help design and conduct appropriate training programs to enhance HNP anti-gangs' training efforts.
- Advise on the development of all necessary policies and Standard Operating Procedures governing the operations of the HNP on Anti-Gangs including the update of existent HNP policies and its organizational chart.
- Recommend the efficient distribution and or deployment of personnel to the Anti-Gang operations or efforts against gangs.
- Act as a liaison with senior HNP officers and other national officials on matters related to the work performed by the HNP on Anti-Gangs.

- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Demonstrates knowledge of theories, concepts, and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analysing and developing plans for capacity-building of law enforcement agencies. Ability to plan, develop and implement strategies, programs, projects, and activities in the field of combating gang activities. Possesses knowledge on the current trends and developments in the field of gang activities, terrorism, transnational organized crime, good research, analytical and problem-solving skills. Exhibits 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 gang case related issues and challenges. Shows persistence when faced with complex 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 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 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. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

Work Experience: A minimum of 7 years of active supervisory functions in police or other national law enforcement institution as Police Operations Officer dealing with crime and investigation is required. At least 2 years of experience in the field of gang case or organized crime is required. Peacekeeping or other international experience in the UN or other organizations in conflict or post conflict area is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written French and English is required. Knowledge of Haitian Creole is a strong advantage.

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 based on 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.

Preference will be given to equally qualified women candidates.

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

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.