

United



Nations

*Job Opening for Positions 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 UNITAMS' mandate.*

Post title and level	Team Leader/Project Manager of the Specialized Police Team (SPT) in Community Policing and Sexual and Gender Based Violence (SGBV), non-contracted
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS)
Duty Station	Khartoum, Sudan
Reporting to	UN Police Capacity Building Coordinator
Duration	12 Month (extendible)
Deadline for applications	20 February 2021

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

RESPONSIBILITIES:

In compliance with the mission mandate and under the authority of the direct supervisor of UN Police Capacity Building Coordinator and within the limits of delegated authority, the Team Leader/Project Manager of the Community Policing and SGBV SPT will be responsible for, but not limited to the performance of the following duties:

- Coordinate the finalization of the implementation of the Community Policing and Sexual and Gender-Based Violence (SGBV) project with the UN Police component leadership and other stakeholders, including Sudan Police Force (SPF).
- Within the project implementation, lead, direct, develop strategic guidance documents on community-oriented policing and SGBV/conflict related sexual violence (CRSV) for the SPF and other Sudan law enforcement agencies.
- Provide advisory support to the Police Commissioner on all issues related to the project implementation in the area of community policing and SGBV.
- Advise the SPF on the establishment of community policing structures including community policing committees, area policing committees and the recruitment of community policing volunteers.
- Assist SPF in developing a training strategic plan with focus on community policing and SGBV investigations. Develop curricular and training materials on community policing and SGBV.
- Organize training programs for the SPF in coordination with United Nations Country Team/Agencies Funds and Programs.
- Advise and mentor local police on the concept of community policing, human rights, and gender mainstreaming in liaison with host state institutions involved in women empowerment.
- Facilitate referral pathways as well as enhancing victims support mechanism including follow up on cases involving women and children.
- Provide technical assistance and advise the SPF on implementation of Sudan National Protection of Civilians (PoC) Action Plan and ensure periodic assessment, monitoring and evaluation of the implementation.
- Coordinate joint operational planning with other security institutions, prosecutors and local

government authorities for early warning, robust monitoring and response to crimes involving women boys and girl; assist in developing reporting procedures as well as facilitate reconciliation with the traditional governance systems.

- Coordinate support to the SPF in managing SGBV/CRSV investigations and focus on strategic level as well as mid-level management ensuring the establishment of SGBV desks within the SPF.
- Ensure effective record keeping and reporting on all activities related to gender initiatives and Sudan Police Force capacity on investigation of SGBV/CRSV cases in both hard and soft copies.
- Provide efficient and effective management of the SPT in performing all assigned duties; supervise the operational activities of SPT members and advise where necessary.
- Perform any other duties as assigned by direct supervisor in fulfilment of the mandated tasks

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. Ability to formulate crime prevention and reduction strategies, Ability to provide advice in problem solving.

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.

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 Police College or Academy or other recognized law enforcement educational institution is required. University degree or specialized training in law, law enforcement, policing management, public administration, and community development, Development studies, Gender is desired.

Work Experience: A minimum of 5 years of practical experience in project/program management – required. At least 10 years of active policing experience in national or international law enforcement, including 3 years at managerial level, preferably in community policing, crime prevention and investigation with particular emphasis on SGBV cases, is required. Experience in policy/guidelines development, planning, gap analysis, capacity building, training management and training delivery, coaching, interagency coordination is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the area of community policing is an advantage.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an 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 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.

Preference will be given to equally qualified women candidates.

Date of Issuance: 22 January 2021

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

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 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.