

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 peacekeeping operations*

Post title and level	Police Planning Officer, P-3
Organizational Unit	United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO
Duty Station	Kinshasa
Reporting to	Head of Police Component (HOPC)
Duration	12 Months (extendible)
Deadline for applications	13 July, 2025
Job Opening number	2024-MONUSCO-71873-DPO

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

RESPONSIBILITIES:

Under the overall supervision and substantive guidance of the Police Commissioner, in compliance with the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO) mandate and within the limits of delegated authority, the Planning Officer will be responsible for the development, review, and implementation of strategic police plans and other activities based upon the core values of United Nations. In particular, the incumbent will be responsible for, but not limited to, the performance of the following duties:

- Draft and develop MONUSCO Police Mandate Implementation Plans and policies based on MONUSCO.
- Concept of Operations, including benchmarks and follow-ups on achievements regularly; and draft and develop reports relating to the status of the implementation of the MONUSCO Police Mandate Implementation Plans.
- In close coordination with the Mission Finance Section and UN Headquarters, contribute to police, specific inputs to the result-based-budgeting (RBB) planning process on Budgeting and Fiscal Management: synchronize planning and budgeting system and prepare drawdown and exit plans in close cooperation with the military and other mission components.
- Direct strategic planning at all levels, including specialist functional and operational areas and monitoring and evaluating the performance of the UNPOL planning advisors in all sectors; conducting periodic audits, surveys, inspections, and performance evaluations of UNPOL units.
- Develop and update the mission concept of operations, policies, guidelines, and procedures within the framework of the existing and approved UN rules, regulations, and guidelines in consultation

with the mission leadership and the Police Division.

- When required, assist the Planning component in developing their strategic police development plans and ensure all initiatives are coordinated with local counterparts and other UN agencies.
- Participate in joint planning activities and coordination with local counterparts and other UN agencies.
- Planning, developing, and implementing donor aid projects so that donor contributions effectively support mission-mandated goals, priorities, and vision; undertaking special studies and research projects; and monitoring special and quick impact projects approved by the Police Commissioner and other higher authorities in coordination with the Police Reform Coordinator.
- In close coordination and collaboration with the Police Reform Coordinator, the Police Training Officer and the Congolese Police senior leadership, ensure a coordinated approach in implementing strategic police development plans and other initiatives for the local police.
- Perform any other duties as may be directed by the MONUSCO Police Commissioner.

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 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 work areas. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in management and administration; ability to review and edit the work of others.

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 other's ideas and expertise; is willing to learn from others; 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.

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.

QUALIFICATIONS:

Education: Advanced University Degree (master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 7 years (9 years without an advanced degree) of relevant, progressive, responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level. Extensive practical experience in police administration, organizational and resource management, strategic planning, and policy development.

Rank: The rank required for a P-3 is Senior/ Chief Inspector, Major, or other service equivalent or higher.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English are required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 07 November 2024

In accordance with the new 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 offenses 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.

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

Special Notice:

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position in peace operations or the UN Secretariat.

Active-duty seconded personnel may serve under a UN staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.