

United Nations



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

Post title and level	<u>UN Police Reform Officer (Technical Assistance Advisor for UNMISS Police Commissioner), P-3</u>
Organizational Unit	United Nations Mission in the Republic of South Sudan
Duty Station	Juba
Reporting to	Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	13th January 2021
Job opening number	2020-UNMISS-90804-DPKO

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

RESPONSIBILITIES

In compliance with the mission mandate and under the supervision and substantive guidance of the Police Commissioner the UN Police Reform Officer (Technical Assistance Advisor for UNMISS Police Commissioner) will be responsible for, but not limited to, the performance of the following duties:

- The incumbent provides a wide range of expert advisory and technical assistance activities on law enforcement reform matters relevant to supporting new and existing police service in the UN Mission in South Sudan (UNMISS)
- Management, accountability and oversight of all technical assistance tasks at capacity building in a national level. In particular, review of processes, projects and program previously delivered or implemented; assessing the current applications of each and creating systems and procedures to address any needed adjustments or improvements in support of ongoing support to the South Sudan National Police Service.
- Reviewing and implementing of the new road map for reform of the UN Police related to support of the SSNPS and ensuring compliance on a national and local level of the Police Service in South Sudan.
- Advise on the Legal frameworks of the tasks and Effective monitoring, reporting, and efficiency assessments concerning implementation of projects, programs and trainings.
- Continued support of existing Reform programmes within the Area of Responsibility (AoR) and which are supported under the Human Rights Due Diligence Process (HRDDP)– e.g. formulation of Policy, Procedures and Guidance linked to Reform and Technical Assistance etc.;
- Advise on media issues, communication strategy on reform and reinforcement of Human Rights compliance monitoring;
- Identification of potential new reform projects in support of mission mandate which are HRDDP compliant and advise on support to the development or maintenance of judicial processes; especially those in support of Human Rights and Gender Based Violence;
- Maintenance of standards related to reforms, technical assistance, trainings, media strategy, Policy, Procedure and Guidance compliance, effective reporting, incident investigation and resolution linked to Human Rights;

- Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner through the established chain of command.

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 post, 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:** Possesses good skills in project management and policy development. 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; listen to others, correctly interpret messages from others and responds appropriately; ask questions to clarify, and exhibits interest in having two-way communication; tailor's language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.
- **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: Advanced university degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Criminal Justice Administration, International Relations, Business or Public Administration, Political Science, Development Studies (particularly in law enforcement) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including police management, 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: At least 5 years (7 years in absence of advanced university degree) of progressive and active relevant service/experience at the field (region/district) and/or at the national headquarters level; enforcement agency at the strategic, operational, and managerial level is required; extensive practical experience in community policing; development of training modules and training delivery in addition to one or few areas such as police administration, police or security sector reform, organizational and resource management, change management (particularly in law enforcement), strategic planning and policy development is highly desirable. Previous UN or other international experience is an advantage.

***Rank:** Chief/Senior Inspector, Major or other service equivalent or higher rank.

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

and written English is required. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 13 November 2020

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

***Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

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.