

United



Nations

Job Description 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	<u>Community Policing Advisor</u> of the Specialized Police Team (SPT) in Community Policing and Sexual and Gender Based Violence (SGBV), non-contracted, (2 posts)
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS)
Duty Station	Khartoum, Sudan
Reporting to	SPT Team Leader
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 SPT Team Leader, the Community Policing Advisor will be responsible for providing expert advice on research and planning matters, including coordinating and functioning of the various components associated with community policing. S/he will be responsible for, but not limited to the performance of the following duties:

- Assist the Team Leader and provide appropriate contribution to the development and implementation of the Community Policing and SGBV Project Plan.
- Develop concept documents for Sudan Police Force (SPF) on community policing framework including strategies for implementation of community policing projects.
- Establish close liaison with the SPF, community leaders and representatives of the society, groups and local authorities to enhance mutual trust building and spirit of cooperation among all stakeholders for the operationalization of functional early warning mechanism.
- Facilitate training of the SPF and advising them at various levels on methods and techniques of community-based policing, particularly for addressing community crime issues including anti-social issues
- Coordinate with SPF on programme implementation and evaluation of the implementation of joint programme planning initiatives for SPF capacity building in areas of community policing and other anti-social issues like gang issues, gambling and crime prevention etc.
- Support the SPF training on operational planning for physical protection of civilians ensuring effective intelligence led policing practices for early warning and quick response mechanisms.
- Assist in building confidence in the local communities and in internally displaced persons (IDPs) camps, where applicable, through community policing initiatives and support the development of robust monitoring and reporting procedures for the traditional governance system and facilitate reconciliation at state and regional levels by the police development coordination committees.
- Contribute to the development and establishment of the community policing volunteer scheme;

provide advisory and training support in this regard in coordination with UN Agencies, AFPs and interested parties particularly Women Police Officers.

- Support SPF in establishing the community policing focal points schemes and specially oriented pillar(s) within the SPF at HQ, State and regional levels.
- Coordinate the establishment/monitoring of early warning tools and processes, including through community liaison and alert systems.
- Analyse, develop, and implement a strategic training plan for SPF, particularly with reference to community policing training strategies and mentorship for the local police.
- Advise and create awareness programmes, community sensitization sessions and thematic workshops for SPF on community policing, information gathering and sharing, crime prevention techniques including establishment of community policing committees and neighbourhood watch schemes for enhancement of safety and security by SPF in collaboration with local stakeholders and UN Agencies.
- Provide advisory support to SPF with a view of ensuring that protection of civilians concerns are adequately reflected in police operations through the establishment of Community Policing Centres for wider coverage and expansion.
- Assist in improving the image of the local police through implementation of change management reforms at the Community Policing Centres throughout Sudan.
- Ensure appropriate reporting on all activities related to the community policing initiatives and building SPF's capacity in area of crime prevention, crime monitoring and reporting.
- Assist the SPF in the implementation of the National POC Action Plan.
- Perform any other duties as assigned by the Team Leader or his/her designee in efficient implementation of the Project Plan and performing other 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.

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 or specialization in law, law enforcement, conflict resolution, police management, public administration, development studies, criminology, community development and project management studies are desired. Specialized training in the area of crime prevention is highly desirable.

Work Experience: A minimum of 7 years of active policing experience in national or international law enforcement is required, including 5 years of direct experience in community policing, crime prevention and investigation of sexual and gender-based violence (SGBV). Practical experience in the implementation of specific community policing programs, planning and implementation of community safety related initiatives, coordination of community related activities with various stakeholders – required. Practical experience in project and program management, policy/guidelines development, planning, gap analysis, capacity building, training/coaching 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 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.

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.