

# 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.*

<b>Post title and level</b>	<b><u>Sexual and Gender Based Violence Advisor</u> of the Specialized Police Team (SPT) in Community Policing and Sexual and Gender-Based Violence (SGBV), non-contracted, (2 posts)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS)</b>
<b>Duty Station</b>	<b>Khartoum, Sudan</b>
<b>Reporting to</b>	<b>SPT Team Leader</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>20 February 2021</b>

**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 SGBV Advisor will be responsible for providing expert advice 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 Project Plan on Sexual and Gender based Violence.
- Provide advisory support to the Sudan Police Force (SPF) at appropriate level on SGBV crime monitoring of referral pathways, procedures and investigation of criminal cases committed by uniformed personnel, including but not limited to crime scene management, collection and use of evidences, interviewing all categories of subjects of the investigation processes, ensuring appropriate case file recording and presentation for court hearings.
- Facilitate capacity building of SPF on investigation of serious organized crime involving vulnerable women groups, underrepresented class of women, boys and girls through forensic methods, surveillance and information gathering, crime mapping, crime analysis and criminal investigations to reduce child abuse and sexual and gender-based violence in Sudan.
- Produce well-evidenced, high-quality reports on the results of SGBV investigations to form the basis for criminal proceedings against perpetrators involved and/or for referrals to national authorities for joint criminal investigation and prosecution of offenders, as appropriate.
- Provide expertise support to the SPF in building capacity within the SGBV investigation unit in the areas of crime records, statistics, fingerprints, evidence, and make proper analysis of preparators for prosecution purposes.
- Ensure that a comprehensive approach is adopted on all matters pertaining to protection of civilians (POC) to effectively pursue women protection concerns and resources within POC strategic objectives related to gender mainstreaming, protection of women and children as defined in the SPF POC National strategy.

- Identify opportunities for SPF authorities to strengthen their criminal/ legal framework enabling the conduct of special tactics during the investigations ensuring that all SGBV related information is managed in accordance with appropriate classified/confidentiality procedures.
- Identify training requirements and assist in the development of training curricular on SGBV/CRSV crime investigation, including for organized crimes, forensics, information gathering, crime mapping and crime monitoring and analysis.
- Advise SPF on the establishment of specialized units within the appropriate pillars to deal with SGBV crime management and public safety.
- Participate in coordination of criminal investigations activities with relevant crime prevention units, particularly in community policing, implementation of crime prevention programs and maintaining good working relations with local communities and other stakeholders.
- Conduct Training of Trainers programmes/capacity building initiatives for SGBV investigators on handling SGBV case from initiation to prosecution.
- 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. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals. Solicits input 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.

**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.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in law, law enforcement, police studies, crime management, community development, gender studies criminology, crime analysis, criminal intelligence or related field is desired. Specialized training in investigation of SGBV and CRSV crimes is an advantage.

**Work Experience:** A minimum of 7 years of active SGBV investigative experience at national or international law enforcement is 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 countering SGBV, CRSV is desired. Participation in gender mainstreaming related activities, including in women's networking 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.

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**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 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.**