

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>Training Advisor</u> 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	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 Training Advisor 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.
- Conduct gap and training need analysis, and deficiencies determination in coordination with the Sudan Police Force (SPF) and make appropriate recommendations as required.
- Assist the SPF in developing training programs aimed at enhancing the knowledge and capacity of the SPF, Community Policing focal points, and provide necessary materials, hand-outs, and certificates for delivered mandated training courses.
- Monitor and evaluate delivery of mandated training courses within SPF for community policing and Sexual and gender-based violence investigators.
- Develop relevant proposals in cooperation with the United Nations Country Team (UNCT) to raise necessary funds for the implementation of community policing training programs.
- Make all administrative and logistical arrangements for conducting training courses for determined categories of SPF within the capacity building regime.
- Develop, maintain, and revise documents based on systematic review and analysis of SPF training curricula in coordination with UNCTs.
- Assist in developing a comprehensive training plan based on identified educational strategies, appropriate learning methods and resources to support implementation of the organizational goals.
- Provide advisory and technical support in developing enhanced trainings in the areas of community policing and SGBV.
- Evaluate findings, including training outcome data to examine the effectiveness of curriculum for the SGBV and community policing courses.
- Conduct research and consult with SPF management and trainers in the designing and developing of new curriculum for the community policing and SGBV courses.
- Pursue opportunities to learn best practices in enhancing effective development through research and

other learning mechanisms on community policing and SGBV.

- 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.

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. Knowledge of the structure and organization of Sudanese Police, Presentation skills, Ability to assess the impacts of training, Knowledge of principles and methods for curriculum and training design, Training Needs Analysis profiling skills, Develop and design training programs, Training Needs Analysis skills, Training Assessment and impact assessment skills, Adult Based Learning skills, Able to facilitate training session, Knowledge of UN systems and policies, Computer literacy, Good Communication skills, Report writing skills, and Mentoring and coaching skills.

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 in Education and Development Studies is desired. Specialized training in the area of training, including curriculum development and train-the-trainers certification is highly desirable.

Work Experience: A minimum of 7 years of active policing experience required, including at least 5 years in the following areas: training need analysis, curriculum development, education, general and police specific training delivery, including in-service training, police training management/administration. Managerial experience in planning and administering police or law enforcement training, experience in training strategy development – desired. Peacekeeping or other international experience in the UN or other organizations, preferably in the area of training, is an asset.

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.