

# United Nations

*Position requires 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*

<b>Post title and level</b>	<b>Head of Police and Corrections Unit, D-1</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Special Representative of the Secretary-General</b>
<b>Duration</b>	<b>12 Month (subject to BINUH's budget)</b>
<b>Deadline for application</b>	<b>30 April 2025</b>
<b>Job Opening number</b>	<b>2025-BINUH-0001-DPPA</b>

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

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## **RESPONSIBILITIES:**

The incumbent will be based in Port-au-Prince and will report to the Special Representative of the Secretary General (SRSG). BINUH Head of Police and Corrections Unit will be responsible for, but not limited to, the performance of the following duties:

- Advising the SRSG and other UN mission leaderships on all issues related to police and corrections and provide regular reports on key issues and mandate implementation.
- Advising the SRSG on matters relating to the assistance/support requirement needs for the development of the HNP and DAP in line with international policing and Human Rights and Police Practice.
- Developing the Police and the Corrections Unit's mission statement in accordance with the overall objectives of BINUH and emphasizing this mandate to all Police and Corrections personnel.
- Effective and efficient strategic leadership of all personnel assigned to the Police and Corrections Unit of the Mission in accordance with the United Nations' rules, regulations, Strategic Guidance Framework and Mission mandate.
- Providing advisory support to national authorities to develop the Haitian National Police (HNP) institution to function in accordance with internationally accepted standards of democratic policing.
- Advising and assisting the Director General of the National Haitian Police and the Director General of the Prison Administration (DAP) in all aspects of administration and management.
- Assisting the national authorities in the development of police and corrections operational plans to enhance the law and order and public security provisions in the areas of responsibility and operationally support in their implementations.

- Advise the HNP leadership in the management of the police resources to maximize police visibility throughout the areas of responsibility to enhance public confidence and reduce gang related violence.
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police and Corrections Unit.
- Assisting national authorities towards a meaningful and effective participation while ensuring involvement and representation of women at all levels.
- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial authorities, correction officers, bilateral/multilateral donors, members of civil society, and members of the national government on police issues relevant to the UN mandate.
- Coordinating and supporting the initiatives of the BINUH Human Rights Unit relating to police monitoring, development of accountability mechanisms and police and corrections training.
- Regularly communicates and liaise with the UN Police Adviser of the Police Division, and the Chief of the Justice and Corrections Service in DPO on the execution of the mandate.
- Performing such other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSR, relating to the management of the Police and Corrections Unit.

## **COMPETENCIES:**

### **Professionalism:**

Demonstrates a sound and current understanding and knowledge of financial analysis and financial investigation techniques and their application in cases of illicit financial flows from drugs and crime.

Demonstrates a full understanding of relevant international legal and policy frameworks.

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. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

### **Client Orientation:**

Establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress and setbacks in projects; meets timeline for delivery of products or services to clients.

### **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.

### **Leadership:**

Serves as a role model that other people want to follow empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for

incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

**Vision:**

Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

**QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy is required. Advanced training for command/senior staff is highly desirable.

**Work Experience:** A Minimum of 15 years of progressive and active policing service/experience both at the field and national police headquarters level is required ( 17 years in absence of an advanced university degree), including 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as police operations, crime management, police administration and, police training and development; practical command level experience of running a department or a region or a state level police units. Highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; In-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment is desirable. Previous UN or international experience is an advantage.

**Rank:** Rank required for a D-1 is Senior Chief Superintendent, Deputy/Assistant Inspector General, equivalent to Brigadier-General in the military or higher rank.

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

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**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.

Date of Issuance: 30 January 2025

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 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.

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