

United Nations

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

Post title and level	Chief Criminal Analyst - Head of Intelligence and Criminal Analysis Section, P-4 (seconded, contracted)
Organizational Unit	MINUSCA Police Component
Duty Station	Bangui
Reporting to	Head of Police Component
Duration	12 Month (extendible)
Deadline for applications	31 January 2019
Job Opening number	2019-MINUSCA-89694-DPKO

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

ORGANISATIONAL CONTEXT: The UN Department of Peacekeeping Operations (DPKO) deploys to UN peacekeeping missions, Police and other law enforcement personnel to coordinate the collection, analysis and exchange of operational and strategic information relating to criminality within the specific mandate of each mission, and with particular regard to the fight against impunity and public order safety. These personnel form part of the Intelligence and Criminal Analysis Section, under the overall direction of the mission's Head of the Police Component (HoPC). In such context, the use of all the information collected, through statistic and analytic reports are useful for getting the overview of the criminal situation in CAR for many national or international partners and to file high profile perpetrators in the framework of the Special Criminal Court. The incumbent will be reporting to the Head of Police component through the Chief of Operations.

RESPONSIBILITIES: Under the authority of the direct supervisor within the organizational structure of MINUSCA Police Component and within the limits of delegated authority, the Head of the Intelligence and Criminal Analysis Section will direct a team of international personnel specialized in the areas of intelligence gathering, data base management and criminal analysis, particularly to prevent and detect serious criminal activities, support complex operations and ensure the delivery of analyzed criminal information services. S/he will be responsible of:

- Setting and leading the Intelligence and Criminal Analysis Section.
- Ensuring resources are used in the most effective and efficient way and represent the best possible value for money.
- Undertaking liaison with the military, Law-enforcement and other internal/external partners and manage and effective communication with all professional relationship.
- Monitoring the development of the host-state intelligence collection, analysis and network.
- Supervising that information from a variety of sources is received, developed, analyzed and disseminated.
- Controlling information flow concerning likely risks/threats directly affecting operations.
- Improving coordination methods for technical support by developing guidelines and procedures.
- Ensuring that appropriate policies are adopted and implemented in respect of criminal information gathering, collation, analysis, storage and that high quality analyzed products are distributed to the appropriate police and other law enforcement agencies

- Monitoring and evaluate the quality of service being provided by the Intelligence and Criminal Analysis Section
- Ensuring the overall security of the Intelligence and Criminal Analysis Section and its assets.
- Give direction of mitigation risks or taking necessary action based on information flow concerning likely risks/threats directly affecting operations.
- Performing other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

COMPETENCIES

- **Professionalism:** Knowledge of police management, police operations and policing procedures. In-depth knowledge of national and international criminal procedures, crime expertise, particularly in the area of crime analysis. Good judgment in the context of assignments given; ability to plan own work and manage work/task priorities, ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Good advisory, coaching/mentoring skills, effective negotiation and conflict management skills, good written, verbal communication and presentation skills. 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **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:** Experience of managing and leading a diverse team, ensuring that they are properly motivated and provide a high-quality service. Experience at command level of providing pro-active police operations support including the use of special investigative techniques. 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.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Law Enforcement, Security, Forensic, Criminology, Criminal Justice Administration, or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including crime analysis or crime intelligence, 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: A minimum of 7 years (9 years in absence of first level degree) of active policing experience in national or international law enforcement at managerial level, including in the field of criminal investigations, intelligence and criminal information analysis - required. Practical experience in organized crime investigation, including crime data management – highly desirable. Peacekeeping or other international experience in the UN or other organizations is an advantage.

Rank: Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written French is required. Knowledge of a second official UN language, preferably English, is desirable.

Preference will be given to equally qualified women candidates.

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<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.