



United Nations

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

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	Criminal Investigation Adviser (Crime Scene/Information Technology analysis), Seconded (non-contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget approval)
Deadline for application	23 October 2022

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Head of the Judicial Police section of the Police and Corrections Unit and collocated within the *Direction Centrale de la Police Judiciaire* (DCPJ) of the Haitian National Police (HNP), the incumbent will be the counterpart of the Scientific and Technical Investigation Bureau (BPST) of DCPJ and will provide strategic and technical advice to effectively enhance the crime investigation practices through strengthening or improving the internal policies, guidelines, training regimes and technical resource aspects. Given the scope, depth and rising relevance of gang-related crimes, BINUH's support to HNP on criminal investigation needs to be scaled up to deliver an adequate assistance a on Crime Scene and IT forensic investigations. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete actions for the smooth implementation of BINUH's mandate on the capacity building through advising, coaching, and training on matters related to HNP crime scene investigation priorities and efforts.
- Assist in the development of standard operating procedures with regard to obtaining and processing information from crime scenes.
- Assess the training needs and help design and deliver appropriate training programs to enhance effective and efficient HNP crime investigation capabilities including in the area of Information Technology analysis.
- Provide advisory support in reviewing and analysing evidence and information obtained or collected by the criminal investigators and technical staff of the BPST from crime scenes.
- Ensure that the evidence obtained from crime scenes meet the legal requirements of Haiti and are obtained in accordance with international standards and best practices.
- Provide advisory support in gathering the evidence relevant to the investigation of crimes, including through interviews of witnesses and victims and the collection of the documentation.
- Provide technical advice on issues affecting the functioning of the BPST mandate and activities, including criminal investigation procedures relating to the crime scenes, relevant legal framework, workplan and technical capacities of the crime scene staff.
- Advise HNP on reviewing evidentiary material collected from crime scenes, institutional and operational modalities, agreements, legal submissions and other legal documents.

- Liaise and participate in meetings and discussions with other services of HNP, other national institutions; and with other donors, as required.
- Assist in providing the guidance and technical support to junior officers or technical staff assigned to the BPST.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Demonstrates Expert knowledge and understanding on scientific approaches in the crime investigations with full comprehension of the human rights approaches and professional standards of policing, fully conversant on the of investigation theories and concepts relevant to crime investigations and prosecutions practices; good research, analytical and problem-solving skills. Experts in crime scene management; recording the forensic evidence and analyzes. Ability to propose appropriate solutions, implement, and maintain productive relationships with other Sections/Departments. Exhibits 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. Motivated by professional rather than personal concerns; shows persistence when faced with complex 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.

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 related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in crime scene management such as in collecting impressions, DNA evidence, firearms evidence and chemical evidence is an asset.

Work Experience: A minimum of 7 years progressively responsible experience in law enforcement matters, including serious and organized crime investigations within national police or other national law enforcement institution. At least 2 years of substantive experience of working within crime investigation unit as a crime scene officer, investigator, or case officer. is required. Experience in crime scene management, applying scientific method of investigation and full understanding of the forensic evidence is desirable. Peacekeeping or other international experience in the UN or other organizations in conflict and post conflict area is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS). 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: 9 September 2022

<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.