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<p>TO: The Permanent Mission to the United Nations ATTN: Military/Police Advisor or relevant Officer-in-Charge INFO:</p>	<p>FROM: Comm. Faisal Shahkar, Police Adviser and Director FOR Police Division, OROLSI/DPO New York </p>
<p>FAX NO: TEL NO:</p>	<p>FAX NO: (917) 367-2222 TEL NO: (212) 963-1293</p>
<p>SUBJECT: Updated Skill set for the UN Police Components in Peace Operations and Special Political Missions for the period until 31 December 2024</p>	
<p>Total number of transmitted pages including this page:</p>	
<ol style="list-style-type: none"> 1. The Police Division presents its compliments to the Permanent Mission to the United Nations and wishes to express its gratitude for the dedicated, collaborative and sustained support in providing police officers for service in UN peace operations. 2. Effective implementation of the complex Security Council mandated police tasks of integrated United Nations peace operations requires skilled police officers upholding the highest standards. In this regard, please find attached a list of the police skill sets that will be needed in each field mission over the period by the end of 2024, and skill sets critically required within the next three (3) months. In an effort to make the selection process more efficient, the Police Division deems necessary to make an emphasis on certain elements of the selection process. 3. The Police Division prioritises the selection of the qualified police experts possessing the skills and expertise described in the attachment. Profiles of some specific areas required in certain field missions, as well as generic JOs within the UN Police Strategic Guidance Framework are attached herewith. 4. As a rule, nominees must be cleared by the UN Police Selection Assistance and Assessment Team (SAAT). Nominations from Police Contributing Countries (PCC) that do not host SAATs will undergo in-mission examination upon arrival. 5. Within the framework of United Nations System-Wide Strategy on Gender Parity, Uniformed Personnel Gender Parity Strategy 2018-2028 and United Nations Security Council Resolutions 1325 (2000) and 2242 (2015), which call to double the numbers of women in military and police contingents of UN peace operations over the next five years, the Police Division requests Member States that at least 25% of candidates for the AMS during SAAT visits are females. This supports the Police Division's effort to maintain the target of the women individual police officers (IPOs) representation in UN missions at the level of 25% through 2025. Given the added benefits female officers bring to the field mission, preference will be given to equally qualified female candidates during the selection process. Consequently, the Police Division reserves the right to reduce the strength of any contingent if the PCC does not nominate any female 	

candidates. Therefore, any released vacancies will be given to the qualified female nominees from other PCC(s).

6. **Please be noted that this fax does not intend to call for the nomination of additional officers above the strength limits.** Nominated officers will be deployed to the Missions either within the scheduled rotations or special requests for specific expertise, including within the Specialized Police Teams deployment. Timely replacement of outgoing police officers is essential for field missions' continuity and effectiveness. PCCs are requested to monitor the rotation schedule of their contingents and nominate adequate and timely replacement of outgoing UNPOL officers at least three months prior to an upcoming rotation in accordance with the specific operational requirements of a particular field mission.

7. Please note that upon arrival in Mission area, the officers may be assigned tasks in any region of the field missions and any pillar of the UN Police Components, subject to the operational need and applicants' expertise, qualification and experience identified during the selection process. The specificity of the most of the missions' mandates demand readiness from the UNPOL officers to implement mandated tasks in harsh service conditions they may face in the Mission area. In this regard, no caveats for deployment of police nominations are accepted.

8. Please be kindly reminded that the electronic application forms (EASP) should be used by the candidates for deployment as UNPOL (non-contracted seconded) officers. The form must be duly filled out electronically, signed by an applicant and submitted to the Police Division through the Permanent Mission to the UN. We also attach the updated application procedures in this regard. Valid passports copies must be submitted along with the application forms. Submission of Medical forms (MS2 or MS3) will be requested upon finalization of the selection.

9. The Police Division wishes to remind that the Government has to ensure in writing that each candidate it nominates has not been convicted of or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

10. The national authorities are also requested to certify that there was no corruption or fraud in the nomination of police officers on secondment to the United Nations. Should the Police Division become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned. **Nominations without the above-mentioned certification will not be accepted.**

11. Following the nomination for deployment, the national authorities have to certify that their candidate(s) has/have undergone pre-deployment training in conformity with UN Peacekeeping Pre-deployment Training Standards including applicable on-line training courses, 5-day training based on UN Core Pre-deployment Training Material (CPTM) and on the SGF as

outlined by the Integrated Training Service (ITS), and training based on UN Specialized Training Material (STM) for police outlined by the ITS.

12. The Police Division offers these clarifications in a spirit of improving police service to the field missions. This can only be achieved through enhanced screening of highly qualified police personnel provided by the PCC through its Permanent Mission. As always, your continued support to United Nations peace operations is greatly appreciated.

Best regards,

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