

United Nations

*Job Opening 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 peacekeeping operations*

Post title and level	Deputy Police Commissioner, D1/P5
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	For the Senior Police Leadership Roster
Reporting to	Police Commissioner
Duration	Up to 12 Month (extendible)
Deadline for applications	2 November 2018

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

RESPONSIBILITIES:

Within delegated authority, the Deputy UN Police Commissioner will be responsible for the following duties: (These duties are generic and may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions:

- Advises the UN Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Assists the UN Police Commissioner in his strategic advisory support and assistance to the national host-state police leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building;
- Provides advisory support to the host-state police leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- Assists the UN Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police Officers deployed to the mission;
- Provides support to the UN Police Commissioner on the general management of human, material and financial resources welfare and general personnel administration, policy issues and procedures relating to the headquarters and field offices of the UN Police component;
- Provides an oversight and coordination of all UN Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (where applicable).
- Ensures timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Provides a direct oversight of all subordinate units within the infrastructure of UN Police component as may be assigned by the Police Commissioner.
- Contributes to the development and monitoring the implementation of Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
- Assists the PC in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the UNCT, international community, donor community and civil society to

build consensus and strengthen efforts on the reform and development of the host-state police and other law enforcement and security agencies as required by the mission mandate;

- Ensures close liaison with the UN Military component, Mission DSS officials and relevant host state national agencies in regards to the safety and security of all UN Police deployed to the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Makes regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- May act as the interim UN Police Commissioner in the absence of the UN Police Commissioner.
- Perform any other duties as assigned by the Head of Police Component in fulfillment of the mission mandate.

COMPETENCIES:

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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; 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 or setbacks in projects; meets timeline for delivery of products or services to client.

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.

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 (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

Work Experience: A minimum of 15 years (10 years for P-5 level) of progressive and active policing service/experience both at the field and national police headquarters level - required; 10 years (7 years for P-5 level) of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level - required. Previous UN or international experience is an advantage.

Rank: Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, equivalent to Brigade-General in the military or higher rank. Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank

Languages: Depending on the peace operation of deployment, fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

This vacancy announcement is for qualified women candidates only.

Date of Issuance: September 2018

The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s are submitted.

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.