



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	Human Resources Adviser - Seconded (non-contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months
Deadline for applications	23 October 2022 (post available February 2023)

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

RESPONSIBILITIES:

Under the supervision of the Police Commissioner through the established chain of command, the Human Resources Adviser will:

- Work in close liaison and offer strategic guidance to his/her Haitian National Police counterpart in the direction and oversight of the Human Resources;
- Provide guidance related to health and safety, compensation and benefits, employer-employee relations, performance managements and recruitment (gender focus);
- Provide expert assistance to the HNP in the development of long-terms and short-term human resources strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates 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. Strong organizational skills. 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 police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

Work Experience: A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience in directing recruitment, retention, promotion, legal rights including compensation and staff wellbeing is an asset.

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) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. 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.