



# 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)**

<b>Post title and level</b>	<b>Integrity and Compliance Adviser (Vetting) - Seconded (non-contracted) – 2 positions</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget's approval)</b>
<b>Deadline for application</b>	<b>23 April 2023</b>

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

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### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Senior Police Adviser and collocated with the General Inspectorate of the Haitian National Police (IGHNP), the incumbent will help HNP strengthen its capacities to better fulfil internal oversight and accountability responsibilities and functions through the reinforcement and proper implementation of the vetting system within the HNP. To that end, they will assist IGHNP and the Permanent Recruitment Service of HNP in strengthening background checks for new cadets (police recruits) and facilitating the establishment of a continued vetting system for serving police officers throughout their career to address gaps in skillsets, misconduct and ensure the quality service and compliance with human rights standards with the ultimate goal to enhance the professionalization of the HNP. The incumbent will also closely liaise with local HNP counterparts of the Vetting Unit of IGHNP and perform the following duties:

- Collaborate with the Inspector General in Chief and members of IGHNP to implement the Vetting system.
- Support IGHNP to maintain a comprehensive data on the different processes of the vetting system including which could help the HNP senior leadership make informed management decisions.
- Support IGHNP in the development and implementation of a process to investigate and properly document the backgrounds of the Haitian National Police Officers including their integrity and ability to serve.
- Conduct the trainings for the HNP Officers assigned to both Vetting Unit of IGHNP and Permanent Recruitment Service of HNP to develop their skillsets to effectively undertake and monitor the vetting of all serving members of HNP personnel as well as the background checks of all police recruits (new cadets).
- Support in the creation and implementation of all necessary supporting policies, SOPs and service notes governing the vetting process and background checks.
- Liaise with senior officers of HNP and other national officials on matters related to the integrity of the police personnel (When required).
- Monitor and regularly assist HNP in carrying out the monitoring and evaluations of the initiated programs and making any necessary adjustments to improve or strengthen the effectiveness of the program.

- Provide regular updates to HNP and BINUH senior leadership on the status of the vetting process and background checks along with any relevant recommendations to ensure the success and sustainability of the implemented activities
- Carry out risk assessments of the vetting process and background checks related activities and provide timely feedback to mitigate any potential reputational and operational risks to the BINUH's engagement in these areas.
- Perform other duties as may be required by the BINUH Police and Corrections Unit 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.

**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 service in the area of Human resource management including vetting and integrity compliance activities within national police or other national law enforcement institution. Full understanding of project/program management, institutional building, organizational planning, and training development and delivery experience is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties 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.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 7 March 2023**

<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.**