



SKILL SETS AND EXPERTS' PROFILES FOR UNITED NATIONS INDIVIDUAL POLICE OFFICERS TO SERVE IN THE UNITED NATIONS MISSION FOR JUSTICE SUPPORT IN HAITI (MINUJUSTH) – 16 OCTOBER 2017

	Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	*Command	1.1. Supervision/management of police infrastructures/units	17	<p>High ranking officers (at least Senior Police Commissioner, Police Lieutenant Colonel or equivalent).¹</p> <p>Relevant management skills for supervision, command, inspection and audit mainly for supervisory positions in the mission. At least 15 years police activity and 10-years' experience in management and command and control in the field. <u>French language and or Creole is mandatory, English is an advantage.</u></p> <ul style="list-style-type: none"> ➤ 01 – Chief of General Inspection Unit (Reports to the Chief of Administration and General Services Section). He/She will act as Police Advisor for the HNP General Inspector in Chief. <ul style="list-style-type: none"> • Fifteen (15) years of professional police experience (without discontinuity). Ten 10 years of relevant experience as Head or Deputy of General Inspection Unit his/her country. • He/She will assist and advise the General Inspector in Chief to conduct internal evaluations, audit of police units, disciplinary procedures and proceedings, and investigate alleged Human Rights violations. ➤ 01 Chief of Operations Section (Reports to the Chief of Operations pillar). He/She will act as the Police Advisor for HNP Central Director of Administrative Police (DCPA). Operational planning and management skills are required including relevant expertise in critical incident management. <ul style="list-style-type: none"> • Fifteen (15) years of professional police experience (without discontinuity). At least 10 years' experience in planning of police operations, administration, personnel and operations management. • Relevant expertise in planning and executing of police operations. • He/She will assist and advise the Central Director of Administrative police in the formulation and implementation of joint operations HNP-UNPOL, tasking orders, deployment of Quick Reaction Force's, Public Order operations and critical incident management; <ul style="list-style-type: none"> • Assist the Chief of Operations pillar in the formulation and implementation of the UN

¹ For the Ranks of Police Officers proposed by PCCs to be deployed as Individual Police Officers, DPKO-Police Division will determine equivalence according to ranks and or the number of personnel under their command which in any case should be a significant criteria. For example, ranks of police officers in the USA, Canada, UK and others varies from ranks of Police/Gendarmerie institutions from other countries. For some positions as for example, in Technical Services Section, Drones Unit, Executive Officers, etc.), "Civilian Experts" that are part of the Police Institution or are assigned to the Minister responsible for Public Safety, and that are proposed by the PCC, could be accepted according to the provision of evidence of competencies, experience and skills.



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				<p>Police action plan and concept of operations;</p> <ul style="list-style-type: none"> • Assist the Chief of Operations pillar to coordinate operational activities in the mission; • Advising the UN Police Leadership at the National and Departmental levels with appropriate inputs in relation to the operational activities and in the implementation of the mission mandate; • Coordinate with the UN Chief Security Adviser (UNDSS) and national security agencies in matters relating to the security and safety of UN Police personnel within the mission; • In coordination with other pillars, conduct periodic evaluation and assessment of ongoing activities of the MINUJUSTH Mentorship and Advisor Program with the aim of ensuring that the activities of the UN Police units are directed towards the achievement of the overall goal of the mission. <p>➤ 10 Departmental Commanders and Police advisors for the HNP Departmental Directors (Reports to the Chief of Operations Pillar)</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional police experience (without discontinuity). At least 10 years' experience in commanding positions at the level of Chief of Region/Province/Department. Skills in planning of police operations, administration, personnel and operations management. • Experience having worked as a territorial Commander or an equivalent and proved experience as law enforcement unit commander; • Strong analysis capacity and fair judgment; • Ability to prioritize and plan, coordinate and monitor the work of subordinates and counterparts; • To be proficient in report writing and making presentations that clearly express the UN police positions on mandated aspects, articulation of options and recommendations; • Assist the HNP departmental director in the audit of the service (to carry out an inventory and assess the overall working conditions and the policing services provided to the population) as well as to develop management tools and an efficient method of organizing and controlling the activities of the service. • Assist the HNP departmental director in his/her day-to-day management for improvement of the planning and organization of work, management of operations and personnel, mobilizing leadership, control and supervision; • Assist the HNP Departmental Director in the organization of work and its daily schedule, planning, reports and service correspondence;



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				<ul style="list-style-type: none"> • Review and propose logistics and supply of equipment according to the missions and constraints of the unit; • Propose to his/her counterpart departmental management structures including the most appropriate number of workforce required in the department by taking into account the organization, missions, constraints and HNP mandated duties; • Assist the HNP departmental director in the administrative management of his/her unit (mail, archiving, administrative procedures relating to personnel, budget, materials, updating of the dashboard of the department in liaison with the Heads of the Commissariats and Sub-Commissariats). • Ensure the establishment and proper operation of the permanent recruitment office(s). • Provide advisory to the counterpart in Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 01 Chief of Departmental Coordinator Section (Reports to the Chief of Operations pillar). He/She will act as Police advisor for the HNP Departmental Coordinator.</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional police experience (without discontinuity). At least 10 years' experience in commanding positions at the level of Chief of Region/Province/Department. Skills in planning of police operations, administration, personnel and operations management. • Provide to all UNPOL Chiefs of departments and to his/her HNP counterpart information and required advice for the planning, organization and management of all police personnel deployed in the departments; • Accompany and advise his/her local counterpart on management, coordination and operational activities in all the departments including the development of operations involving more than one department;; • Conducting periodic evaluation and assessment of ongoing activities of the Mentorship and Advisor programs with the aim of ensuring that the activities of the UN Police units are directed towards the achievement of the overall goal of the mission. • Coordinate, supervise and evaluate the activities and performance of UNPOL Departmental Commanders; <p>➤ 01 Chief of Judicial Police Development Section (Capacity Building Pillar – Main Head Quarters) and Police advisor for the HNP Central Director of Judicial Police.</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional police experience (without discontinuity). At least 10



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				<p>years' experience at senior management level of the Judicial Police department in his/her country;</p> <ul style="list-style-type: none"> • Mentor and advise the HNP Central Director of Judicial Police in the proper management and functioning of the DCPJ; • Under the direction and supervision of the chief of capacity-building pillar, the incumbent is responsible for the effective and efficient management of all UN police personnel assigned to HNP the Central Directorate of Judicial Police; • Advise the DCPJ on how to improve the implementation among others of systems and processes used in criminal intelligence analysis and the implementation of the automatic fingerprint recognition systems; • Advise his/her local counterpart in preparation of operational and analytical statistics on a monthly basis concerning the activities of the DCPJ and to create an intelligence network that promotes the identification of criminals, creating and updating the criminal records; • Support the DCPJ on the proper implementation of internal regulations adopted by the DG HNP concerning the Judicial Police including proposals of amendment of existing or development of new regulations; • Ensure that his/her counterpart encourages the in service training of personnel under his/her command and sharing of experience between UNPOL-HNP; • Ensure an effective and regular mentoring and advice for the professionalization of the DCPJ personnel; • Conducting periodic evaluation and assessment of ongoing activities of the MINUJUSTH Mentorship and Advise Program with the aim of ensuring that the activities of the UN Police units are directed towards the achievement of the overall goal of the mission. • Provide advisement to the DCPJ in respect to Human Rights and for incorporating gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 01 Chief of Administration and General Services Section (Main Head Quarters – Capacity Building Pillar) and Police advisor for HNP Central Director of Administration and General Services (DCASG).</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional experience at least (without discontinuity) in a police service with at least 10 years' experience at the senior management level in



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			<p>administration, personnel management, and budget and finance.</p> <ul style="list-style-type: none"> • Accompany and advise the HNP DCASG on management, organizational planning and daily activities related to the DCASG; • Support the formulation of administrative policies and directives based on existing rules and regulations, providing technical assistance on administrative matters including although not limited to budget and finance, personnel and recruitment, legal framework, logistics, communications, facilities and fleet management; • Assisting his/her HNP counterparts in the development of policies pertaining to the creation, maintenance, and disposal of all HNP forms, records, and databases; • Assessing overall HNP administrative performance in each of the departments, identifying training needs for HNP human resources development; formulating and implementing training policies and programs that fall within the overall human resource development policy guidelines of the HNP, providing technical assistance on training-related matters; assessing the condition and availability of training materials and facilities; • Conducting a periodic review of training curricula to ensure timelines and relevance and submitting training reports to the Chief of capacity building Pillar. <p>➤ 01 Chief of Human Resources Section (Main Headquarter - Support Pillar).</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional experience at least (without discontinuity) in a police service with at least 10 years' experience at the middle management level in Human Resources management, administration and recruitment in his/her police force. Experience of commanding a Human Resources unit of a police component in a UN mission is an advantage. • Under the guidance and supervision of the Chief of Staff, the incumbent will be responsible for the effective and efficient management of all UN Police personnel related issues in accordance with the United Nations rules, regulations, and Mission Mandate. • Maintain accurate, up to date personnel records and data-bases; • Liaise with the civilian Chief Financial Officer, MOVCON, and field service officers on a regular basis to facilitate the administration of Civilian Police Personnel. • Upon the approval of the Head of the Police Component, deploy and redeploy MINUJUSTH Police personnel from one location to another within the mission in order to meet operational requirements or for any other reason that is deemed necessary in



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			<p>the interests of the mission;</p> <ul style="list-style-type: none"> • Prepare and disseminate Mission-wide vacancy announcements; • Process all extension requests from MINUJUSTH Police Officers; • Process all cases of repatriation, and end of mission, based on failure to meet the minimum requirements, disciplinary grounds, medical grounds, and compassionate grounds; • Process In service death and injury reports (notices report(s)); <p>➤ 01 Chief of Logistics Management Section (Main Headquarter – Support Pillar).</p> <ul style="list-style-type: none"> • Fifteen (15) years of professional experience at least (without discontinuity) in a police service with at least 10 years' experience in Logistics management, administration and in his/her police force. Experience of commanding a Logistics section or unit in a UN mission is an advantage. • Under the guidance and supervision of Chief of Staff, the incumbent will exercise managerial and supervisory control over all logistic support required by the MINUJUSTH Police in Mission, to provide logistical support to MINUJUSTH Police members in carrying out their responsibilities and duties. The Chief of Logistics will work closely with the MINUJUSTH Chief of Integrated Support Services (ISS), Mission Support Center (MSC) and Joint Logistics Operations Centre (JLOC) in accordance with the United Nations rules, regulations, and Mission Mandate; • Develop, prepare, coordinate and monitor overall logistic support plans including logistic forecasting, transport, facilities maintenance, supply schedules, priorities or requirements and resolution of urgent operational needs. • Develop policies and procedures for logistic support to UN Police personnel in the departments. • Brief the Chief of Staff on a daily basis on the ongoing requests and field situations. • Act as the focal point of all logistic requirements and assist the MINUJUSTH Police Chief of Staff in maintaining a responsive support structure for the efficient, timely and cost effective delivery of all logistic support services and activities, to all Police pillars, Sections and Units in accordance with UN policies and SOP's.
	1.2. Commanding police operations	18	<p>High ranking officers (at least holding a rank of Major or Superintendent of Police). Relevant skills and experience in planning operations and operations management. Good capacity in managing, controlling and commanding police personnel. At least 10 year experience in commanding operations in the field. French and or Creole language is</p>



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			<p><u>mandatory</u>, English is an advantage.</p> <p>➤ 01 Chief of FPU Coordination section (main headquarter – Operations Pillar) with relevant international expertise in FPU units management and coordination in the field. Experience of commanding or coordinating FPUs in a UN mission is an advantage.</p> <ul style="list-style-type: none"> • Under the supervision of the Chief of Operations Pillar, the incumbent acts as a manager of operations on matters relating to FPU (including SWAT) deployments, operations and administration; • Support HNP's intervention units in instances that they lack the capacity to maintain peace and security or when they are facing civil disorder or incidents requiring tactical intervention; • Support and supplement individual UN Police Officers and HNP in joint patrols and anti-crime special Operations; • When required, coordinate with UNDSS in the protection of UN personnel and facilities, as well as in the provision of security support to UNPOL and UN Officials in discharging their duties as and when necessary; • Manage and coordinate accurately the arrival and the departure to/from the mission area of all the FPUs; • In coordination with Contingent Owned Equipment unit (COE), Inspect FPUs upon arrival and regularly inspect FPU camps in order to assess living conditions, the employment of local staff, the storage, condition and re-supply of the anti-riot equipment, as well as the condition of other equipment and ensure that these are suitable to members of the FPU; • Ensure that the in-Mission trainings are conducted; • Organize training on public order management, as well as on all other FPU tasks, in order to develop the operational capabilities of all FPU members; • Evaluate and identify the level of competence and readiness of the FPUs in public order management tactics and techniques, as well as monitor their overall performance; • Identify the strength and the weaknesses of the FPU and report all decisions and activities that contribute to increasing the FPU efficiency and capabilities; • Develop a strategy and guidelines in order to facilitate the daily tasks of the FPUs integrating gender considerations; • Plan and coordinate all the operational activities of the FPUs according to the mission



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				<p>mandate;</p> <ul style="list-style-type: none"> • Coordinate all activities involving the FPU deployed in the departments with UNPOL Departmental commanders; <p>➤ 01 Team Leader of Joint Operations Planning Unit (main headquarter – Operations Pillar). At least 10 year experience in commanding operations field. Experience of commanding a Joint Operations Planning Unit in a UN mission is an advantage.</p> <ul style="list-style-type: none"> • Under the guidance and supervision of the Chief of Operations Section, the incumbent is responsible for maintaining updated manuals and documents related to operational planning; execution of joint HNP-UNPOL operations and reinforce the abilities of HNP counterparts to lead the planning and conduct of operations; • Update operational statistics based on information obtained from each operation performed; • Coordinate, analyze and evaluate the operational plans for short and medium term; • Planning and execution of operations in accordance with the United Nations rules, regulations, and Mission Mandate including the respect of Human Rights and Protection of Civilians. • Coordinate the details relevant to the planning and execution of operations; • Conduct periodic evaluations with staff to improve operational and administrative work of the Unit; • Evaluate the performance of logistic resources to achieve a better effectiveness in the tasks assigned to the unit; • Coordinate continuously with HNP authorities, the continuing development of Joint Operations; • To monitor the respect of human right during the Operations; • To assess each operations carried out to detect weakness and take or suggest corrective measures in order to improve the effectiveness of futures operations. • Provide advisory to the counterpart in the Human Rights and for incorporating gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 01 Team Leader of Public Order Unit (main headquarter – Operations Pillar) and Police advisor for the PNH Chief of CIMO (Corp d'Intervention du Maintien de l'Ordre). At least 10 year experience working in Public Order Units. Experience of commanding Public Order Units in a UN mission is an advantage.</p>



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				<ul style="list-style-type: none"> • Ensuring that the units under his/her command are providing adequate mentoring operational and technical support to their HNP counterparts, namely in public order management, police intervention technics, proper use of levels of force, design and implementation of in-service training activities and the supervision of the operability of logistics and intervention equipment. • Assist his/her counterpart in developing of the capacity of HNP to perform all functions within his/her specified area of responsibility; • Ensure that UNPOL under his/her command and HNP officers produce reliable documents on the operational situation, reports, flash, and daily synthesis of all related events and that these documents are sent on a regular basis to the recipients in the MINUJUSTH Police and HNP Headquarter; • Mentor and Advise HNP CIMO Commander and related personnel in areas such as Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 01 Chief of Police Operations Center (main headquarter – Operations Pillar). He/She will act as Police adviser for the HNP Chief of Centre de Renseignement Operationel (CRO). At least 10 year experience in commanding and managing operation center in his/her police force. Experience of commanding police operations center (POC) in a UN mission is an advantage.</p> <ul style="list-style-type: none"> • Coordinate and supervise the activities of the Police Operations Centre (POC), in close coordination with other Mission Operations centers (SOC and JOC). • Assist his counterpart in developing of the capacity of HNP to perform all functions within his/her area of responsibility; • Ensure that the staff of the Police Operations Centre (POC) produce in a timely manner reports on the operational situation, flash, and daily synthesis of events which occurred and that these documents are sent on a regular basis to the recipients in the UN Police and other MINUJUSTH components; • Ensure functioning of 24/7 telephone and radio link UNPOL personnel in the field and permanent (24/7) collection of information from all Haiti's departments and HNP units, and provide to the Police component senior level in real time, all relevant information concerning the security situation on the ground. • Mentor and Advise the Haitian National Police CRO in the appropriate and effective response operations in Port-au-Prince and throughout the rest of the country.



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				<ul style="list-style-type: none"> • Monitor the development of large-scale joint UNPOL-HNP operations including the provision to the UNPOL senior level of situational reports. • Maintain the communication, collaboration and sharing of information between the Police Operations Centre (POC) and other components of the mission (JOC and SOC) and the Haitian National Police; • Support and coordinate any immediate response to any emergency call from a UN staff, in close coordination with SOC; • Monitor and supervise the performance of UNPOL personnel assigned to POC; <p>➤ 14 Crowd Control & Public Order specialists with relevant expertise in operations planning and FPU coordination. They should have at least 10 year experience in commanding and managing crowd control and public order units in his/her police force. They will perform as:</p> <ul style="list-style-type: none"> - 9 UNPOL specialists in all Haiti's departments except Port au Prince. They will act as police advisors for the HNP UDMO Units in the departments on issues related to crowd control and in the management and supervision of the UDMO. - 3 Specialists in West Department, who will perform as police advisors for the HNP UDMO Units in West Department. - 2 Specialists at HQ level (Operation Section, Public Order Unit) who will follow up the functioning of all HNP crowd control units. <p>He/She should:</p> <ul style="list-style-type: none"> • Possess relevant experience in commanding public order management operations, coordination of FPU either at HQ or departmental level where FPU personnel is deployed; • Have proven experience and skills on crowd control and management of major events; • Relevant experience in planning joint public order operations including coordination and execution; • Be able to advise his/her local counterpart on Crowd control and Public Order matters. • Assist his/her counterpart in developing the capacity of HNP to perform all functions within his/her area of responsibility; • Plan and organize in liaison with the FPU coordinator in the Departments combined exercise with HNP crowd control units. • Advise the counterpart in the Human Rights and in gender mainstreaming and ensuring the equal participation of women and men in all activities.



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	1.3. Organizational planning	67	<p>Middle or high rank officers (at least captain or equivalent) with relevant planning and organizational skills including commanding experience in police units. Good capacity in supervising, training, monitoring and assessing police personnel. <u>French and or Creole language is mandatory</u>, English is an advantage. At least 5-year experience in middle-level organizational planning. Experience of commanding departmental units of a police component in a UN mission is an advantage.</p> <ul style="list-style-type: none"> ➤ 09 UNPOL chief of departments who will act as mentor and advisor to the HNP departmental director. ➤ 04 UN Police team leaders who will mentor and advise the HNP Chief of respective Main Police Station in the West Department (Port au Prince, Petionville, Delmas and Croix des Bouquets). In their functions they will: <ul style="list-style-type: none"> • Mentor and advise the HNP Chief of each of main Police station (Commissariat) on each department in its daily activities and provide a daily and monthly report to the hierarchy; • Support the HNP commander in the monitoring and respect of human rights, report any alleged violation and the provision of administrative actions; • To advise the HNP commander in the execution, coordination and control of all policing services; • Advise the HNP commander in the smooth running of his/her unit regarding order, discipline, administration, logistics matters and respect of the HNP legal framework; • Support the HNP commander in the implementation and respect of the general orders and directives related to the organization, command and control of HNP commissariats and sous commissariats; • Ensure that control and inspection activities are carried out in accordance with the HNP guidelines, and that appropriate and corrective measures are taken including the submission of reports to the HNP hierarchy; • Ensures the effective involvement of the HNP commander in the collection, analysis and processing of information related to his/her jurisdiction; • Conduct a training needs assessment and implement a in-service training program aiming to improve the capacity of HNP managers; • Ensure that the periodic evaluation of HNP staff complies with general order on performance evaluation; • Mentor and advise the HNP commander in the planning of operational and



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				<p>administrative activities;</p> <ul style="list-style-type: none"> • Advise the HNP commander in the areas of Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 09 Police advisors for the Chief of Judicial Police Departmental Section (SDPJ).</p> <p>➤ 03 Police advisors for the Chief of Judicial Police Section in West Department.</p> <p>➤ 04 Police advisors for the Chief of Judicial police units in the 4 main Police Stations in West Department (Port au Prince, Petionville, Delmas and Croix des Bouquets). In their functions they will:</p> <ul style="list-style-type: none"> • Mentor and advise the head of the SDPJ on administrative and operational activities in their respective department related to the proper conduct of criminal investigations and management of crime scenes; • Improve the implementation of systems and processes used in criminal intelligence analysis and the implementation of the automatic fingerprint recognition system; • Advise the Chief of the SDPJ to prepare operational and analytical statistics on a weekly and monthly basis concerning the activities of the unit; • Creating an intelligence network that promotes the identification of criminals and the solving of criminal cases; • Creating and updating the criminal record of each criminal who favors the evolution of recidivists and their likely commitments with dormant criminal cells (trafficking in narcotics or firearms, abduction, etc.); • Ensure that the SDPJ chief maintains close coordination with other HNP commanders where trans-departmental or interdepartmental crimes are committed and jointly develop an action plan aiming to prevent and reduce those crimes; • Ensure the implementation of the directives of the DG HNP concerning the Judicial Police; • Mentor the chief of SDPJ to conduct the performance evaluations of the HNP personnel assigned to the section including the provision of guidance for the implementation of their functions; • Ensure respect for human rights and report any violations found. • Advise the HNP commander in the areas of Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 09 Police advisors for the Chief of Administrative Departmental Section (SDPA);</p>



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				<ul style="list-style-type: none"> ➤ 02 Police advisors for the Chief of Administrative Departmental Section (SDPA) in the West department. ➤ 04 Police advisors for the Chief of Administrative police Unit in the four main commissariats in West Department (Port au Prince, Petionville, Delmas and Croix des Bouquets). In their functions they will: <ul style="list-style-type: none"> • Advise his/her counterpart to create a record of his personnel and equipment; • Advise his/her counterpart to create and maintain a good relationship with the various HNP authorities and services; • Advise his/her counterpart to organize inspections of all personnel and equipment of the UDMO; • Support his/her local counterpart to conduct departmental risk and threat assessments; • Advise and support his/her local counterpart in the design, planning and management of operations in the department; • Support the SDPA to provide a daily report and monthly reports to the hierarchy; • To advise his/her local counterpart to evaluate the performance of the UDMO officer, to ensure respect for human rights and to report any violations found, to take into account the legal framework of employment of these units and to ensure the proportionate use of Force and firearm, to develop an order of operation and ask its UDMO officials to do the same and write the daily report of activated and monthly; • Advise the HNP commander in the area of gender mainstreaming and ensuring the equal participation of women and men in all activities. ➤ 09 UNPOL police advisors for the HNP Chief of departmental operational centers (DCRO); ➤ 02 Police advisors for the HNP Chief of departmental operational Center in West Department; <ul style="list-style-type: none"> • Under the guidance and supervision of the UNPOL Chief of Department, the incumbent is responsible for mentorship and advising the head of the HNP CDRO in accordance with United Nations rules and regulations and the mandate of the Police component; • Support the chief of HNP CDRO on the collection, processing, analysis and transmission of departmental information or police-intelligence; • Improve the implementation of systems and processes used in the collection, analysis and processing of criminal intelligence and the filling of the automatic fingerprint recognition system;



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			<ul style="list-style-type: none"> • Support the HNP to ensure adequate and effective coverage of criminal intelligence throughout the Department; • Advising the chief of HNP CDRO to produce operational and analytical statistics on a weekly basis concerning security events in the department; • Ensure that HNP chief of CDRO is fully competent to use and operate the H-SMART analysis tool; • Ensure that criminal intelligence is disseminated to HNP departmental commanders and through the chain of command; • Coordinate the development of operations involving HNP and UNPOL / FPU in the fight against crime including in cases of emergency. • Advise the HNP commander in the areas of Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities. <p>➤ 09 Police advisors for the Chief of Departmental Human Resources and Administration Section;</p> <p>➤ 03 Police advisors for the Chief of Departmental Human Resources and Administration Section in West Department;</p> <ul style="list-style-type: none"> • Assist and support his/her local counterpart in developing a work plan for the Department's human resources and logistics; • Create and maintain a data base with the HNP Personnel Chiefs on Human Resources and Logistics of the Department; • Ensure the implementation and respect of the general orders relating to the management of police personnel and logistics; • Ensure compliance with the HNP working time guidelines; • Establish a staff and logistical situation by police station and by day. • Maintain records of all HNP officers assigned in the department; • Develop and submit a daily report of HNP staff and logistics to the HNP departmental hierarchy; • Prepare a monthly report on the situation of the staff and the logistics of the department; • Assess and coordinate the supply and demand of logistics equipment; • Advise his/her counterpart in the classification and archiving of documents. • Advise the HNP commander in the areas of Human Rights and gender mainstreaming and ensuring the equal participation of women and men in all activities.



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	1.4. Liaison functions in various areas + negotiation and mediation	03	<p>Middle or high rank officers (at least captain or equivalent), relevant mediation, writing skills, organizational and management experience. <u>French and or Creole language is mandatory, English is an advantage. At least 2-3-years' experience as executive officers in their home-country. Experience as executive officers of a police component in a UN mission is an advantage.</u></p> <p>➤ 02 Executive Officer (E.O) of the Head of Police Component</p> <ul style="list-style-type: none"> • Upholding strict confidentiality in matters pertaining to information accessed through the performance of their duties; • Liaising with other sections of the Mission including staff, local police authorities and other international organizations on behalf of the Head of Police Component; • Coordination of briefing and meetings involving the Police Commissioner including taking notes and drafting minutes meeting; • Briefing the Police Commissioner on issues requested concerning his/her functions; • The E.O. shall have broad knowledge in law enforcement and administration within a law enforcement environment. He/she should be familiar with United Nations policies and procedures; • The E.O. shall have at least 5-10 years of progressively responsible law enforcement experience, a percentage of which shall have been at the administrative or supervisory level; • In-depth understanding of the mandate of the police component in UN Missions. • Demonstrated experience to work in the Cabinet of the Head of the Police Direction in their country. <p>➤ 01 Liaison Officer of the Head of Police Component with the Director General of HNP (At least Senior Police Commissioner or Lieutenant Colonel. Relevant skills in communication, planning and organizing and good experience in working and collaborating with the high level authorities of his national police force of his/her country. <u>French and or Creole language is required.</u></p> <ul style="list-style-type: none"> • Coordination of all activities related to cooperation with HNP General Directorate; • Follow up for official correspondence between the office of the UN Police Commissioner and DG HNP; • Upholding strict confidentiality in matters pertaining to information accessed through the performance of their duties;



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	Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
				<ul style="list-style-type: none"> • Coordination of briefing and meetings involving the UN Police Commissioner and DG HNP; • The Liaison Officer shall have broad knowledge in law enforcement and administration within a law enforcement environment. He/she should be familiar with United Nations policies and procedures; • The Liaison Officer shall have at least 5 years of progressively responsible law enforcement experience, a percentage of which shall have been at the administrative or supervisory level; • In-depth understanding of the mandate of the police component in the Mission. • Skills to address and contact by himself the Director General of the HNP, his Chief of Cabinet and other High rank officers.
2	*Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events, natural disasters (earthquakes, hurricanes) etc.	04	<p>➤ 04 Police Officers Joint Operations Planning Unit – Police Component HQ level (At least Lieutenant of Police or equivalent, with 5-10 years of police experience)</p> <ul style="list-style-type: none"> • Police Officers with relevant planning operations skills and tactical operations background. Supervision experience is an advantage; • <u>French language and or Creole is mandatory</u>, English is an advantage. • Planning and execution of operations in accordance with the United Nations rules, regulations, and Mission Mandate including the respect of Human Rights and Protection of Civilians. • Develop and coordinate the planning and execution of operations; • Evaluate the logistic resources required during the planning process to achieve the tasks assigned to the unit; • Coordinate continuously with HNP authorities, the continuing development of Joint Operations; • To assess each operations carried out to detect weakness and take or suggest corrective measures in order to improve the effectiveness of futures operations.
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration		07



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			<ul style="list-style-type: none"> • 1 – FPU Support/planner officer with relevant expertise in planning, coordination and deployment of FPUs and knowledge of drafting task orders. Knowledge in the conduct of FPAT is an advantage. • 4 – FPU Support/planner/coordinators in the Departments where the FPU Units are deployed (Grande' Anse, North, Artibonite and Nippes) with relevant expertise in planning, coordination and deployment of FPUs, knowledge of drafting task orders and UN Policies and regulations concerning FPUs..
	2.3. Special police (SWAT, rapid reaction units, antiterrorist, undercover operations)	02	<p>➤ 02 UNPOL SWAT officers – one of them mandatory high rank officer (at least major or equivalent), relevant expertise as a manager and commanding of a SWAT Unit in their home country. The second UNPOL will be assigned to HNP SWAT and will act as UN Police advisor for HNP SWAT Deputy Commander. He/she must have relevant expertise in the functioning of a SWAT including bomb/explosive tech expertise which is an advantage. <u>French and or Creole language is compulsory. English is an advantage. In their functions they will:</u></p> <ul style="list-style-type: none"> • Advise and support the HNP SWAT Commander (and Deputy Commander) in the command and control of the SWAT as well as in the design, planning and management of SWAT operations either at Port au Prince or in other Haiti's departments; • Advise his/her counterpart to organize and plan operations and inspections of SWAT personnel and equipment; • Support his/her local counterpart to conduct departmental risk and threat assessments including the development of contingency plans; • Support the HNP Chief of SWAT to provide a daily report and a monthly report to the hierarchy; • Accompany and advise his/her local counterpart in the coordination of operations; • Advise his/her local counterpart to evaluate the performance of the SWAT officers, to ensure respect for human rights and to report any violations found, to take into account the legal framework of employment of these units and to ensure the proportionate use of force and firearm • Support the HNP SWAT commander in updating the department's security level and submit a monthly report to the hierarchy.
	2.4. VIP protection and security		N/A



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	2.5. Riverine police operations.		N/A
	2.6. Incident control and Search and Rescue Operations		N/A
	2.7. Protection of Civilians, child, women and vulnerable people protection (SGBV, conflict related sexual violence),	08	<ul style="list-style-type: none"> ➤ 08 UNPOL SGBV officers – one of them mandatory high rank officer (at least major or equivalent), relevant expertise in Sexual-Gender Based Violence in their home country. The others UNPOL must have relevant expertise in SGBV including expertise in investigations of such kind of crimes. They will be assigned to the UNPOL SGBV unit from where will advise the HNP members of the Cell for Fight against Sexual Crimes (CLCS) which is part of the DCPJ. <u>French language is mandatory</u>. English and Creole is an advantage.
	2.8. Crime prevention (community policing)		N/A
	2.9. Crime/data analysis, crime trend recognition	09	<ul style="list-style-type: none"> ➤ 09 Police Officers for Police Operations Center & Joint Operations Center. Relevant expertise of having been assigned to a Police Operations Centre in their home country. Experience of been assigned in a POC of a police component in a UN mission is an advantage. <u>French language is mandatory</u>. English and Creole is an advantage. Analytical skills, relevant expertise in drafting reports and statistics, very good computer skills.
	2.10. Generic police patrol duties	20	<ul style="list-style-type: none"> ➤ 20 Police Officers including three (03) police officers for the close protection of the Police Commissioner. <u>French language is mandatory</u>. English and Creole is an advantage.
	2.11. Other (please describe) 2.11.1	10	<ul style="list-style-type: none"> ➤ 10 Police Officers/Experts/Military. <li style="padding-left: 20px;">6 HQ level (Port au Prince) <li style="padding-left: 20px;">4 in the Nord and South departments • Good technical experience in drones (especially DJI Phantom 3 Professional, DJI Inspire1, DJI Mavic and HexH20) piloting and mapping;



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
(incl. civilian experts)			<ul style="list-style-type: none"> • Very relevant expertise in drafting projects and administrative documents; • French is mandatory. English and Creole are an advantage.
	3.2. Institutional building		N/A
	3.3. Reform and Restructuring		N/A
	3.4. Donor Aid Coordination	02	<ul style="list-style-type: none"> ➤ 02 Police officers for Donor & Aid Unit. • Relevant negotiation and interpersonal skills Capable to elaborate mechanisms and tools for the follow-up of projects to be financed by UN or by the international community in benefit of the HNP. Very good knowledge of the political, social and economic environment in Haiti; • <u>Both English and French languages are required (spoken and written).</u>
	3.5. Change management		N/A
	3.6. Advisory assistance		N/A
	3.7. Police infrastructures administration	02	<ul style="list-style-type: none"> ➤ 02 Police officers in Technical Services Section (main headquarter – Capacity Building Pillar). • Relevant expertise in administration of the police units, procurement, acquisitions, administrative procedures, drafting of contracts and administrative documents; • If possible, good knowledge of the Haitian environment; • Good interpersonal and organizational planning skills; • Good knowledge in budget and finance issues; • French is mandatory. English is an advantage.
	3.8. Procurement, logistics, asset management, fleet management, tenders and	04	<ul style="list-style-type: none"> ➤ 04 Police officers in Technical Services Section (main headquarter – Capacity Building Pillar). ▪ 2 logistics officers ▪ 2 Fleet management officers. • Relevant expertise in asset management, fleet management, tenders and contracts; • Good knowledge in drafting contracts; • Good negotiation skills;



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	contracts.		<ul style="list-style-type: none"> French is mandatory. English and or Creole are an advantage.
	3.9. Fiscal management, budget development, payroll system management, financial auditing.	02	<ul style="list-style-type: none"> ➤ 02 in Middle or high Rank Police Officers (at least captain or equivalent) in Administration and General Services Section (main headquarter – Capacity Building Pillar). Very good knowledge of financial and budgetary techniques. Advanced expertise in public finances; Capacity to control and to supervise the legality of the financial operations; Relevant expertise to utilize the specific financial tools and software. Medium computer skills (word, excel, PPT); French is mandatory. English and or Creole are an advantage.
	3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance	02	<ul style="list-style-type: none"> ➤ 02 Police officers in Technical Services Section (main headquarter – Capacity Building Pillar). Relevant expertise in radio and data communication, system establishment and management, police radio network installation and maintenance; French is mandatory. English and or Creole are an advantage.
	3.11. Civilian expertise		N/A
	3.12. Training organization and management;		N/A
	3.13. Curriculum and training plans development;	01	<ul style="list-style-type: none"> ➤ 01 Police officer in Police School Mentoring – Administration and General Services Section (main headquarter – Capacity Building Pillar). Relevant expertise in curriculum and training plans development in Police School Mentoring Unit. <u>French and or Creole is mandatory.</u>
	3.14. General		N/A



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.		
	3.15. Training - the - trainers	02	<p>➤ 02 Police officers in Police School Mentoring – Administration and General Services Section (main headquarter – Capacity Building Pillar).</p> <ul style="list-style-type: none"> • Ability to coordinate activities of members of the research and intervention unit; • Ability to provide mentoring in planning, planning preventive operations to counter the increase of crime through patrols, checkpoints and searches; • Planning warrants/research activities of dangerous persons, escaped from prison, and criminals and their accomplices; • Extensive experience in administrative police and operations; • Very good knowledge of French (written and spoken). Creole is a very important advantage.
	3.16. Tactical training: self-defense, police formations, procedures such as arrest, search, detention, etc.		N/A
	3.17. Weapons handling training		N/A



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	(non-lethal and fire arms)		
	3.18. Traffic management, traffic safety, including all vehicles related policing issues		N/A
	3.19. Security of Airports and other large strategic infrastructures Border security, customs, immigration etc.		N/A
	3.20. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings,		N/A
	3.21. Livestock protection		N/A
	3.22. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management (Private Security Agency)		N/A
	3.23. Crime	17	➤ 17 Police officers specialists in Crime Investigation Preferably middle and high rank



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	investigation (crime scene management, suspect/witness interviewing, human rights violation, SCBV, Organized Crime etc.)		<p>police officers (captain or equivalent)</p> <p>1. 08 in main headquarter (06 in Organized Crime Unit and 02 in Judicial Case Management Unit),</p> <p>2. 09 in the departments</p> <ul style="list-style-type: none"> • Ability to maintain a support system for HNP, monitoring criminal investigation officers, and mentoring the HNP Chief of the criminal investigation unit; • Acting as a liaison with the HNP Chief of the criminal investigation unit, and offering support, guidance, and mentoring according to the organizational structure; • Good skills for gathering intelligence regarding who, where, when, what, how and why any crimes, murders are committed; • Extensive experience in investigation and gathering intelligences; • Ability to analyze all the cases completed or under investigation and to produce a comprehensive report in order to identify and to take appropriate measures for the prevention of murders; • Extensive experience in leading diverse groups, to operational, excellence through enhanced training, critical thinking, leadership attitude, and continuous focus to quality improvement; • Experience in drafting complex reports, testimonies, and work reports in French, while conducting and after finalizing an investigation.
	3.24. Criminal intelligence analysis and management	<p align="center">9</p>	<ul style="list-style-type: none"> ➤ 5 Police Officers in the Chief of Operations Pillar office (Monitoring and Analysis Cell) and ➤ 4 Officers in Judicial Police Section - Capacity building pillar – Judicial Intelligence Unit (GRJ) <ul style="list-style-type: none"> • Ability to maintain a support system for HNP, monitoring Intervention officers, and mentoring the HNP Chief of the criminal intelligence unit; • Participating in the planning of important operations involving HNP and UNPOL for fight against criminality; • Capable to offer support, guidance, and mentoring according to the organizational structure; • Ameliorating the implementation of systems and processes used in criminal intelligence analysis (IBM i2) and in filling (AFIS Automated Fingerprint Identification System) systems; • Extensive experience in investigation and gathering intelligences • Extensive experience in leading diverse groups, to operational, excellence through



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
			<p>enhanced training, critical thinking, leadership attitude, and continuous focus to quality improvement.</p> <ul style="list-style-type: none"> • Very good knowledge of French and or Creole (written and spoken) is mandatory. English is a very important advantage.
	3.25. Criminal records/data base management		N/A
	3.26. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.	04	<p>➤ 4 Officers in Judicial Police Section - Capacity building pillar – police advisers for PNH Forensic Unit</p> <ul style="list-style-type: none"> • Ability to maintain a support system for HNP, monitoring forensic officers, and mentoring the HNP Chief of Forensic Unit; • Liaise with the HNP Chief of Forensic Unit, and offering support, guidance, and mentoring according to the organizational structure; • Proactively assisting HNP in the proper and efficient coverage of the crime scene management through all the country; • Very good skills in crime scene management and preservation evidences; • Very good skills in fingerprint preservation; • Extensive experience in gathering and preservation evidences • Minimum of ten (10) years of progressively responsible in law enforcement experience; • Good knowledge of the use of computers and relevant software and other applications; • Very good knowledge of French and or Creole (written and spoken) is mandatory. English is a very important advantage.
	3.27. Traditional policing (paramount, tribal, nomad-focused, etc.)		N/A
	3.28. Cyber crime		N/A
	3.29. Language training:		N/A



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	English		
	French		
	3.30. Medical doctors		N/A
	3.31. Other (please describe)		N/A
	Advisor for the «Programme d'Accompagnement des Cadres» in the PNH National Police Academy	02	<ul style="list-style-type: none"> ➤ 02 Middle or high rank Police Officers (captain or equivalent) <ul style="list-style-type: none"> • Officers with solid experience in police station management (police station). Operational and budget management, survey management, personnel management, and others. These police officers must be able to coach after HNP officers for transfer of knowledge and expertise; • Proficiency in French (spoken and written). Creole is a definitive advantage; • Proficiency in the use of computers and relevant software and other applications.
	3.32. Armory management and inspection, weapon safety and storage, Ammunition and explosives expert	02	<ul style="list-style-type: none"> ➤ 1 Middle or High Rank police officer (captain or equivalent) ➤ 1 Police Officer <ul style="list-style-type: none"> • Very good knowledge and experience in weapons handling. • Relevant expertise in weapons maintenance, storage and repair. • Very good knowledge of French and or Creole (written and spoken) is mandatory. English is a very important advantage.
	3.33. IT database administrator, IT system design manager, Network and Computer Systems Administrators		N/A
	Strategic Planning		N/A



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
4 Administration	4.1. Logistics, asset management, fleet management	17	<ul style="list-style-type: none"> ➤ 08 Police Officers – Logistics Management Section – main headquarter ➤ 09 Administrative and logistics officers in Police Officers in the departments <ul style="list-style-type: none"> • Develop, prepare, coordinate and monitor overall logistic support plans including logistic forecasting, supply schedules, priorities or requirements and resolution of urgent operational needs. • Develop policies and procedures for field logistic support. • Act as the focal point of all logistic requirements maintaining a responsive support structure for the efficient, timely and cost effective delivery of all logistic support services and activities, to all Police components • Liaise with International Agencies, and other United Nation offices for operational and logistical support requirements. • Coordinate, and supervise private contractors/vendors in relation to Police Component contracts for services. • Supervise database records: building, vehicle, supply, and communication assets assigned to the Police Component. • Manage, and supervise the maintenance of Police Headquarters and Regional facilities to ensure operational readiness. • Coordinate miscellaneous service providers: carpentry, plumbing, electrical, and communications for services as required.
	4.2. Human resources management.	28	<ul style="list-style-type: none"> ➤ 07 Middle or High Rank Police Officers for AGSS – Capacity Building Pillar – Personnel and Recruitment Unit <ul style="list-style-type: none"> • Act as a close liaison and offer in strategic guidance to his/her HNP counterpart in the direction and oversight of the Human Resources sector. • Advise and collaborate with members of HNP assigned to the Personnel Directorate in order to develop strategies for capacity building within the HNP personnel system; • Assist in the development of all necessary policies and directives governing the operations of the HNP Personnel Directorate including the modernization of the HNP organizational chart; • Establish a comprehensive personnel-based database system, to include the complete computerization of all personnel records, training information, performance assessments, promotions, medical records, and transfers; • Assisting his/her HNP counterpart in assessing HNP job performance and identifying training needs of assigned HNP officers;



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
			<ul style="list-style-type: none"> • Acting as a liaison with the United Nations and other international agencies and local offices for operational and administrative support needs; • Acting as a liaison with senior HNP officers and other national officials on matters related to the reform, development and modernization of the HNP Personnel Directorate; • Performing other duties as assigned by the Director of Administration and General Services. • Very good knowledge of French and or Creole (written and spoken) is mandatory. <p>➤ 10 – Police officers – Human Resources Section – Support Pillar – main headquarter.</p> <p>➤ 09 – Police officers – Support Officers in the departments</p> <p>➤ 02 – Police officers – Support Officers in West Department</p> <ul style="list-style-type: none"> • Set up a personnel information file for all Police Officers coming into mission; • Work in close coordination with the Civilian Personnel Section; • prepare the redeployment of personnel from one location to another within the mission in order to meet operational requirements or for any other reason that is deemed necessary in the interests of the mission; Prepare and distribute Mission-wide vacancy announcements ; • Process all leave requests from MINUJUSTH Police Officers; • Process all extension requests from MINUJUSTH Police Officers; • Process all cases of repatriation, and end of mission based on failure to meet the minimum requirements, disciplinary grounds, medical grounds, and compassionate grounds; • Process In service death and injury reports (noticas report); • Very good knowledge of French and or English (written and spoken) is mandatory.
	4.3. Internal affairs, discipline management, professional standards	04	<p>➤ 04 Police Officers</p> <p>One (1) – Conduct and Discipline Officer liaison with CDT Unit</p> <p>Three (3) – Police Officers Internal Investigation Unit – Support Pillar – Including the Chief of Professional Standards and Internal Investigation Unit;</p> <ul style="list-style-type: none"> • Extensive knowledge of principles and practices of law enforcement appropriate for a democratic state; • Relevant expertise in investigations • Relevant knowledge in Sexual exploitation and abuse area



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
			<ul style="list-style-type: none"> • Ability to prepare concise and logical reports and written memoranda. • Experience at the professional level coordinating and supervising professional, technical, and support staff • Experience in the area of general inspection, including internal affairs, internal and judicial investigations, interviewing and interrogation, disciplinary procedures and proceedings, and human rights • Proficiency in French and English (spoken and written) creole is an advantage
	4.4. Audit/inspection of police units;	10	<ul style="list-style-type: none"> ➤ Middle or High Rank Police Officers 05 - Under the Head of the Police Component' Office 05 - HNP General Inspection under Administration and General Services Section • Relevant experience in the area of general inspection, internal evaluation and audit of the police units. • Good knowledge of administrative, disciplinary procedures and proceedings, and human rights • Capable to ensure and conducts site inspections on Police Units and departments on a regular basis, inspecting the presence and performance of personnel, procedures, supplies, and equipment; • Review subordinate inspection reports to ensure accuracy and completeness, taking necessary steps to ensure that reports that are inaccurate or incomplete are corrected and forward reports to the Police Commissioner, reporting the results of site visits as it pertains to personnel, personnel performance, personnel records, procedures in practice, supplies and equipment; • Make recommendations to the Police Commissioner as to changes to be made based upon the inspection reports to better utilize existing human and logistical resources to accomplish mission objectives and goals; • Ascertain from inspection reports, MINUJUSTH Police performance and behavior to identify trends that allow police leadership to take corrective measures; • Very good knowledge of French and or English (written and spoken), is mandatory.
	4.5. Public relations	02	<ul style="list-style-type: none"> ➤ 2 Police Officers/Experts, 1 preferably middle or high rank police officer – adviser for the HNP Spokesman • Relevant expertise in public relations field. • Capacity to work closely with MINUJUSTH public information personnel in order to insure cohesion in the transmission of public information • Advise senior management on various issues that may be potentially media sensitive;



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
			<ul style="list-style-type: none"> • Develop and maintain a professional working relationship with local, national, and international media; • Act as official spokesperson for MINUJUSTH Police; • Brief and prepare senior management when they are to be interviewed by the media; • Participate, when appropriate in various radio, television, or newspaper reports when it is in the best interests of the MINUJUSTH Police; • Act as a liaison between MINUJUSTH Police and Mission public information office (CPIO); • Coordinate the weekly press conference jointly with the MINUJUSTH public information office; • Review daily media reports (television, internet, radio, and newspapers) concerning MINUJUSTH Police and advise senior management on any sensitive or potentially sensitive situation; • Participate in various operational briefings regarding operations to be conducted in order to take measures in a preventive rather than reactive manner;
	4.6. Legal support, drafting of police acts, policies and guidelines.	01	<p>➤ 01 Legal advisor – Middle Rank Police Officer (at least captain) or Expert in the Police Commissioner Office</p> <ul style="list-style-type: none"> • Experience in order to develop and implement systematic legal counsel on issues regarding general directives, policy development, internal discipline, criminal case preparation, and the development of new laws and relevant legal instruments • Ability to create policies and directives governing the operations • Proficiency in French (spoken and written) although English is recommended. • Proficiency in the use of computers and relevant software and other applications, e.g., word processing, graphics software, spreadsheets and other statistical applications;
	4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction,	01	<p>➤ 1 Police Officer (UNPOL Armory) Human Resources Section – Support Pillar</p> <ul style="list-style-type: none"> • Very good knowledge and experience in weapons handling. • Relevant expertise in weapons maintenance, storage and repair. • French is mandatory. English is an advantage.



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Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	explosives		
	4.8. IT: database development and administration, system design, computer programming, network specialists.	02	<ul style="list-style-type: none"> ➤ 2 Police Officers - Human Resources Section – Database Unit • Maintaining accurate files on all UNPOL's and FPU in mission • Keeping an updated database of police component personnel in MINUJUSTH • Under the guidance and at the request of the Chief of Staff and the Chief of Personnel provide accurate reports and statistics on all aspects of the mission. • Developing & programming daily reports such as staffing tables, Rotation, situation pillar report, National & gender balance etc.... • Keep records of deployment tracking to prepare the incoming lists for Mission rotation; • Work in close coordination with the Personnel Section to ensure proper procedures for database entries • French language is not mandatory.
	4.9. Other (please describe) Executive Officer	04	<ul style="list-style-type: none"> • 04 Police Officers to be assigned in the office of: • 1 Deputy Police Commissioner • 1 Operations Pillar • 1 Capacity Building Pillar • 1 Support Pillar • Coordination of briefing and meetings involving the Chief of the Pillar; • Participating and providing input into the development of policies and procedures impacting the Mission administrative and operational goals and Mission Mandate; • Briefing the Chief of Pillar regarding the functioning of Police headquarters and policy development of the pillar; • Upholding strict confidentiality in matters pertaining to information accessed through the performance of their duties; • The E.O. shall have broad knowledge in law enforcement and administration within a law enforcement environment. He / She should be familiar with United Nations policies and procedures. • The Executive officer shall have at least 5 years of progressively responsible law enforcement experience, a percentage of which shall have been at the administrative or supervisory level. • In-depth understanding of the mandate of the police component in the Mission and the goals of the pillar into the Mission;



SKILL SETS AND EXPERTS' PROFILES FOR UNITED NATIONS INDIVIDUAL POLICE OFFICERS TO SERVE IN THE UNITED NATIONS MISSION FOR JUSTICE SUPPORT IN HAITI (MINUJUSTH) – 16 OCTOBER 2017

Areas of SGF	Required Experts' Profiles	No. of experts required	Expertise required
	Human Rights Officer	01	<ul style="list-style-type: none"> • Very good knowledge of French and or English (written and spoken) is mandatory. • Upholding strict confidentiality in matters pertaining to information accessed through the performance of their duties; • Demonstrated experience to work in the Cabinet of the Head of the Police Direction in their country <p>➤ 01 Human Rights Officer – Middle/High Rank Police Officer (at least captain) or Expert in the Police Commissioner Office</p> <ul style="list-style-type: none"> • Minimum of 10 years of active police experience, a minimum of 5 years as an investigator in major crimes/judicial police or human rights investigations; • In-depth understanding of the mandate of the police component in the Mission; • Knowledge and understanding of theories, concepts and approaches relevant to democratic policing; • Knowledge of the conditions prevailing in Haiti with the ability to appraise and evaluate the implications of economic, political, cultural and historical sensitivities in the departments. • Participation in research, collecting and analysis of information received from the Mission field offices relative to human rights violations; • Active participation in the investigation of reported human rights violations throughout the country; • Active participation in the judicial analysis of human rights violation cases • Bachelor's University with course work in a pertinent field, or a relevant combination of academic qualifications, professional training and experience;
	Gender Advisor	01	<p>➤ 01 Gender advisor – Middle/High Rank Police Officer (at least Senior Commissioner or Major) or Expert in the Gender field Police Commissioner Office – advisor for the HNP Gender Officer, French and or Creole and English are mandatory.</p> <ul style="list-style-type: none"> • Broad knowledge in the areas of gender issues and a commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of the MINUJUSTH Police mission. • Minimum 8 years of progressively responsible law enforcement experience at least 4 years of which is at the administrative level, and shall have progressively responsible experience in policy development and program implementation.



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				<ul style="list-style-type: none"> • Assist, advise and provide technical support to his/her counterpart of the HNP in charge of Gender strategy; • Capable to support and deliver training for different levels of personnel when required to facilitate implementation of the mission-wide gender equality plan; • Provide on-going technical advice to Police component to build and expand capacity for gender analysis and design of gender-sensitive policies and programs; • Participate and make substantive contributions to the work of established inter-agency coordination mechanisms for gender mainstreaming and to partnership efforts with UN agencies that have complementary mandates for the promotion of rights for women; • Ensure liaison and partnerships with civil society organizations and women's groups and ensure that all information and outreach activities of the mission reach and involve women as well as men; • Develop and implement reporting procedures which document good gender practices.
Total			295 IPOs	