

United Nations



*Job Opening for Position 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, D-1
Organizational Unit	United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)
Duty Station	Bamako
Reporting to	MINUSMA Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	05 May 2020
Job Opening number	2020-MINUSMA-86651-DPO

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

RESPONSIBILITIES:

MINUSMA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. The Deputy Police Commissioner will report to the MINUSMA Police Commissioner and be responsible for institutional reform and development of the Malian Security Forces (MSF— composed of *Police Nationale, Gendarmerie Nationale, Garde Nationale and Protection Civile*) and reporting on reform, training and operations progress commensurate with relevant Security Council Resolutions. The incumbent will provide leadership to UN Police Units that contribute to the over-all MSF development and reform agenda. Within limits of delegated authority, the Deputy Police Commissioner will be responsible for the following duties:

- Supporting national and international efforts towards rebuilding the Malian security sector, especially the MSF through technical assistance, capacity-building, co-location and mentoring programmes, as well as the rule of law, within its capacities and in close coordination with other bilateral partners, donors and international organizations engaged in these fields.
- Monitoring, investigating and reporting to the Heads of the MSF on any abuses or violations of human rights or violations of international humanitarian law committed throughout Mali and to contribute to the efforts to prevent such violations and abuses;
- Monitoring the MSF about the arrest of perpetrators of serious violations and abuses of human rights and serious violations of international humanitarian law are held accountable;
- Contributing to the MSF by creating a secure environment for the safe, civilian-led delivery of humanitarian assistance, in accordance with humanitarian principles, and the voluntary return of internally displaced persons and refugees in close coordination with humanitarian actors;
- Reporting directly to the Police Commissioner for (1) the day-to-day command and control of operations in Mali, (2) the administration, discipline and welfare of the United Nations Police component, and (3) oversight on the implementation of the institutional reform and development of the MSF and other law enforcement agencies as mandated.
- Ensuring the implementation, monitoring, and oversight and reporting on the progress of reform, training and operations initiatives, commensurate with relevant Security Council resolutions.
- In close collaboration with the MSF, conceptualizing, plan and implement institutional reform, training

and development of the MSF.

- Advising the Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation.
- Planning for and mobilizing the resources both from the MSF consolidated Budget and donor sources to facilitate the establishment of an effective administrative and logistic support structure.
- Managing the integration and coordination of the bilateral projects; supporting in the overall framework of MSF programs and initiating the development of bilateral activities that support the achievement of the MSF capacity building objectives.
- In close collaborations with the Director Generals of the MSF, formulating and implementing the substantive work program of the MSF.
- Overseeing the management of activities undertaken by the MSF and ensuring that programmed activities are carried out in a timely fashion; coordinating work in the different areas both within the MSF, and with other organizations of the Government and the United Nations System as appropriate.
- Through the administrative and support capabilities of the MSF, facilitating the provision of capital infrastructure, personnel, training, vehicles and equipment, communications, systems and policies for the full spectrum of service delivery responsibilities of the MSF.
- Providing executive support in the oversight of the MSF program and its resources.
- Participating in international, regional or national meetings and provide programmatic/substantive expertise on an issue or hold programmatic/substantive and organizational discussion as with representatives of other institutions.
- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial offices, correction offices, humanitarian, human rights, bilateral/multilateral donors, members of civil society, and members of the national government on MSF development and administration requirements relevant to the UN mandate
- Assisting in the development and implementation of the capacity enhancement and overall institutional development plans for the local enforcement agencies through a wide-ranging consultation process which will engage international and national partners;
- Assessing the needs of the MSF in the areas of responsibility in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
- Regularly communicating and liaising with the UN Police Adviser of the Police Division, DPO on the execution of the mandate;
- Assisting the Police Commissioner in the formulation and implementation of the UN Police plan of action, concept of operation, Mission Implementation Plan and Standard Operating Procedures (SOP);
- Coordinating operational details of the UN Police component activities in the mission;
- Assisting the Police Commissioner in the provision of inputs to the Secretary-General's reports to the Security Council and other documents pertaining to law enforcement matters;
- Assuming the duties and responsibilities of the Police Commissioner in his/her absence;
- Performing any other duties as assigned by the Police Commissioner in fulfillment of the mandate.

COMPETENCIES:

Professionalism: Displays commitment to human rights and the ability to give the necessary prominence to human rights; 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. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment; strong organizational skills; highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; 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: 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 and setbacks in projects; meets time line for delivery of products or services to clients.

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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; proposes a course of action or makes a recommendation based on available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

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 candidate must be in active police service possessing minimum of 15 years of progressive and active policing service/experience at the field and/or national police headquarters level; 10 years 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, Deputy Chief of Police, other equivalent to Brigade-General in the military or higher rank.

Languages: Fluency in oral and written French and English is required. Knowledge of another UN official language is an advantage.

Preference will be given to equally qualified women candidates.

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<http://www.un.org/en/peacekeeping/sites/police>