



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	Police Commissioner, D-2
Organizational Unit	African Union/United Nations Hybrid Operation in Darfur
Duty Station	Zalingei
Reporting to	Joint Special Representative
Duration	12 Months (extendable)
Deadline for Applications	17 November 2018
Job Opening Number	2018-UNAMID-68114-DPKO

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

RESPONSIBILITIES:

In compliance with the AU Peace and Security communiqué and UNAMID mandate and under the supervision and substantive guidance of the Joint Special Representative (JSR), the Police Commissioner (PC) is responsible for overall strategic direction including planning, policy formulation, leadership, management and discipline of the police component. The PC shall keep liaison with the government of Sudan Police and other relevant stakeholders at strategic level for the implementation of UNAMID mandate. The PC shall ensure the effective and efficient use of human and physical resources on mandate implementation. The PC is responsible for providing strategic advice and comment to JSR on police related matters. The PC shall be responsible for the following in the effective implementation of the mandate:

- Develop the operational strategy of the Police Component and the administrative process through which the mandate will be executed;
- Ensure plans are in place and implemented to effectively deliver on police tasks as outlined in the AU Peace and Security communiqué and UNAMID mandate;
- Ensure the Police Component continuously develops and evolves to meet changing demands and circumstances by preparing short-term and long-term plans as appropriate;
- Ensure the effective participation of the Police Component in all the processes relating to the Exit Strategy of the mission in conjunction with other mission components and relevant role players;
- Develop and maintain a close professional relationship with the Sudanese police institutions at ministerial and senior command levels and with leaders from the communities, and other relevant agencies in order to facilitate the execution of the mandate;
- Leading and managing the development and implementation of the capacity building and overall institutional development plans for the Sudanese Police through a wide range of consultations involving national and international partners;

- Providing realistic and achievable advice and guidance to national authorities about the reform and strengthening of the police system which will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policies and procedures, rehabilitation of facilities, management of the police in accordance with internationally recognized guiding documents, police administration, budget management, human resource management, performance management and staff training;
- Advising and guiding other mission components in relation to issues concerning police operations and the roles and responsibilities of the local police in Darfur;
- Ensure coordination and liaison with UNMISS/UNISFA Police in promoting Rule of Law to ensure democratic policing systems and policies are in place across Sudan;
- Coordinate with other mission components and role players in implementing Protection of Civilians (PoC) strategy;
- Supervise the work of Deputy Police Commissioner and Management Oversight Officer, to provide strategic guidance to Senior Police Management Principals within the Police Component on administrative and operational issues;
- In the role of disciplinary authority for all police personnel assigned to the mission, ensure that all personnel conform to the highest standards of professional conduct and personal behaviour at all times;
- Ensure gender mainstreaming at all levels of the Police Component;
- Developing and implementing effective monitoring and evaluation mechanism to ensure compliance to strategic policies, plans and objectives;
- Implementing an effective performance management system to enhance organizational performance;
- As appropriate, delegate functions and responsibilities to qualified police personnel in his/her chain of command;
- As required, represent the mission.

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. 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.
- **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.
- **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.

Managerial competencies:

- **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.
- **Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced university degree (Master's or equivalent) in law, police management, business or public administration, human resources management, finance, or related area. A first-level university degree in combination **with qualifying experience may be accepted in lieu of the advanced university degree.** **Graduation from a certified police academy** or other law enforcement training institution is also required.

Experience: Minimum of 15 years of progressive and active policing service/experience both at the field and national headquarters level; 11 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, administration and, training and development; minimum command level experience of running a department or a region or a state level police units, highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment.

Rank: Senior Chief Superintendent of Police, Chief of Police, Police Commissioner, Inspector General, equivalence of military rank of General or higher.

Language: Fluency in spoken and written English is required. Knowledge of a second UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 17 September 2018

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

In accordance with the new 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.