

# United Nations

## United Nations Support Mission In Libya

بعثة الأمم المتحدة للدعم في ليبيا

### **POST DESCRIPTION**

*Job Description for Positions requiring official secondment  
from national governments of Member States of the United Nations Organization*

<b>Post title and level</b>	<b>Police Reform Adviser, seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Support Mission in Libya (UNSMIL)</b>
<b>Duty Station</b>	<b>Within the Mission area according to the operational requirements</b>
<b>Reporting to</b>	<b>Senior Police Adviser (SPA) through the established chain of command</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>10 March 2019</b>

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

### **RESPONSIBILITIES:**

Under the authority of the direct supervisor within the organizational structure of the UN Mission Police Component and within the limits of delegated authority, the Police Reform Adviser will be responsible for, but not limited to, the performance of one or few of the following duties:

- Provide a wide range of expert advisory and assistance activities on law enforcement reform matters relevant to the support of the development of the Libyan MoI and Police with focus on proper integration mechanism.
- Advise the Senior Police Advisor on matters related to MoI and Police development, establishing and maintaining communication with Libyan police and other law enforcement agencies. Plan for any police and other law enforcement-related tasks which might emerge in the course of the mission's consultations.
- Support the Senior Police Advisor in assessing the professional and technical performance of the Libyan police and other law enforcement agencies and its development, identify major constraints or difficulties and provide necessary advice to the SPA as to how UNSMIL Police with the collaboration of the international partners can assist and support to rebuild certain capacities of the Libyan police and other law enforcement agencies.
- Assist the Senior Police Advisor in identifying business management gaps in law enforcement, including police strategic planning, organization and structure, in order to produce analytical reports highlighting the developmental needs.
- Advise on the preparation of plans and programs related to institutional development for the effective and efficient administration and operation of the Libyan police and carry out special studies, research and management of projects in this regard;
- Assist the Senior Police Advisor in supporting and coordinating activities with Libyan police and other law enforcement agencies including the security forces of various kinds. Establish mutually supportive and effective working relationship with other international counterparts.
- Follow-up on relevant police related action points, including coordinating discussions and tracking developments in their area of responsibility.

- Advise and assist the local police in translating strategic policies into concrete action for the smooth implementation of capacity-building projects.
- Perform any other duties as may be requested by the UNSMIL Senior Police Adviser within the framework of mandate implementation.

### **COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is desired.

**Work Experience:** A minimum of 5 years of active experience in national law enforcement agency is required in the area of police management and administration including but not limited to police institution- and capacity-building, strategic planning, integration policy, human resources and skills development, police administration. Experience in the following one or several areas of expertise is desired: Police Operations/Security (including, for example, planning, maritime/riverine policing, border security, customs, immigration, special/formed police units operations, transnational organized crime), Crime Management/Crime Prevention (including, for example, crime investigation, forensics and community policing), Training (training organization, delivery and management, curriculum development and train-the-trainers) and Technical Support (including, for example, weaponry, police communication, civil engineering, architecture, natural disaster management, medical services). Peacekeeping or other international experience in the UN or other organizations is an advantage.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge of Arabic language is highly desirable.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member

State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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

**Date of Issuance: 13 February 2019**

**<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.**