

# 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:** Senior Police Adviser, P-5  
**Organizational Unit:** United Nations Mission to Support the Hodeidah Agreement (UNMHA)  
**Duty Station:** Hodeidah, Yemen  
**Reporting To:** Redeployment Coordination Committee (RCC) Chair  
**Duration:** 12 Months (extendable)  
**Deadline for applications:** 22 March 2020 – Extended to 12 June 2020  
**Job Opening number:** DPO-UNMHA-31029727-2020

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

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## **RESPONSIBILITIES:**

The Redeployment Coordination Committee (RCC) provides a forum to share relevant information, build mutual trust, and de-escalate and prevent the recurrence of conflict in order to create space for the implementation of the Stockholm Agreement in Hodeidah. Within the framework of its mandate and under the overall supervision of the RCC Chair, the Senior Police Adviser (SPA) in UNMHA will provide leadership in the assigned activities within the RCC. The SPA will specifically be responsible for, but not limited to, the performance of the following duties:

- Advise the RCC Chair and other UN mission leadership on police related issues and provide regular reports to the Mission's leadership on program and mandate implementation activities;
- Provide strategic and operational advice to the RCC Chair on all matters related to the Local Security Forces (LSF) and cross cutting issues, to enable RCC Chair in achieving the mandates of the mission;
- Assist the re-deployment of forces by planning, monitoring and verifying in accordance with Mission mandate;
- Support the RCC in all aspects of mandated tasks, with the specific emphasis on the implementation of tasks referring to local security forces;
- Observe and monitor the compliance of involved parties to set up effective local security provisions;
- Ensure close cooperation with the United Nations Country Team (UNCT) and other entities, to assist the local authorities in meeting their LSF-related needs through capacity building and logistical support;
- Provide appropriate management and supervision of assigned staff within the Mission integrated structure;
- Set up effective reporting mechanisms regarding LSF to ensure appropriate and timely sensitization of UN HQ on all in-mission developments;
- Ensure appropriate assignment of newly deployed UN police personnel in the mission in accordance with the core values and principles of United Nations, individual skill set and expertise, and with due respect for gender and geographical balance;

- Perform any other duties as assigned by the RCC Chair;

## **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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in management and administration: ability to review and edit the work of others. In-depth understanding of the UNMHA mandate, strong analytical skills combined with good judgment, sound knowledge of the challenges of peacekeeping, including an understanding of police operations.

**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.

**Accountability:** Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates; provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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.

**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.

## **QUALIFICATIONS:**

**Education:** Advanced University Degree (master's or equivalent) in Law enforcement, Criminal Justice, Security studies, International Law, Change Management, or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration 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. Specialized training in a post-related area is highly desirable.

**Work Experience:** Minimum of 10 years (12 years in absence of advanced degree) of active and progressively responsible policing experience in a national or international law enforcement agency at the field and/or national police headquarters level is required. 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, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field is required. Practical and direct experience in commanding a regional or a state level police unit or heading a

section at national police headquarters level is required. Previous experience with a United Nations peacekeeping operation or international experience is an advantage.

**Rank:** Colonel/ Chief or Senior Superintendent - equivalent or above.

**Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English and Arabic is required.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 21 January 2020

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.

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