

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*

Post title and level	Training Police Adviser, seconded (non-contracted)
Organizational Unit	United Nations Support Mission to Libya (UNSMIL)
Duty Station	Within the Mission area according to the operational requirements
Reporting to	Senior Police Adviser
Duration	12 Month (extendible)
Deadline for applications	10 March 2019

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 Training Police Adviser will be responsible for, but not limited to, the performance of one or few of the following duties:

- Assist the Libyan police in developing training programs and delivering training when necessary. In close coordination with Libyan police training staff, assist in developing Libyan police training programs, lesson plans, and prepare appropriate learning materials, guide books, manuals and all other instructional materials as necessary; conduct research, gather data and develop new and improved instruction methodologies for presentation of training modules.
- Support in the organization and conduct of train the trainer courses for the Libyan Police including the development of a curriculum, preparation of the lectures, the conduct of the course and delivering lectures if needed.
- Support in the organization and conduct of police training for the integration of armed groups into the police system including the development of a curriculum and the preparation of Libyan trainers.
- Support in the development of a training program for the new recruits of the Libyan Police including developing of a training curriculum, organizing and participating in training of Libyan police trainers nationwide.
- Serve as professional advisor to the Directorate of Training in general to support them building training concepts specifically instructional design, training programs, training strategies, policies, procedures, best practices, and including delivery and evaluation of training.
- Advise and assist the Libyan police in translating strategic training policies into concrete action for the smooth implementation of capacity-building projects;
- Provide sound advisory services in the development and implementation of integrated strategies within the Libyan police crime service and other relevant Libyan law enforcement agencies in combating crime;
- Plan, develop and implement donor aid projects related to training courses so that mission mandated goals, priorities and vision are effectively supported by donor contributions. Coordinate donor's support and investments into Libyan police capacity building programs.

- Perform other duties as may be required by the 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 training, which includes but not limited to drafting training policy, training organization, delivery and management, curriculum development and train-the-trainers. One or several of the following areas of expertise is desired: Management (including, for example, police institution- and capacity-building), Administration (including, for example, human resource management, administration of police bodies, logistics, financing and budgeting), and Technical Support (including, for example, weaponry, police communication.) Peacekeeping or other international experience in the UN or other organization 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.

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 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.