

United Nations

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

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| Post title and level | <u>Police Chief of Operations, P-4</u> |
| Organizational Unit | United Nations Mission in the Republic of South Sudan |
| Duty Station | Juba |
| Reporting to | Deputy Police Commissioner |
| Duration | 12 Month (extendible) |
| Deadline for applications | 10 April 2022 |
| Job opening number | 2022-UNMISS-90898-DPO |

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

RESPONSIBILITIES

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner (DPC), the Police Chief of Operations will be responsible for, but not limited to, the performance of the following duties:

- Ensuring the operational effectiveness and efficiency of all UNPOL reporting and mission operations reporting including UNPOL Tactical Operations Centre (TOC) and integrated Joint Operations Centre (JOC), State Operations Centers (SOCs), Joint Logistics Operations Centre (JLOC), Joint Mission Assessment Centre (JMAC), Joint Security Coordination Center (JSECC), and any other mission reporting, monitoring or analysis centre requiring integration with or support from UNPOL; in addition to any UNMISS Force/UNPOL operational re-posture for optimization and their alignment of available resources for utmost cohesive operational effectiveness.
- Establish and maintain collaboration with relevant SSNPS Leadership on Operational Coordination in line with the signed Agreement by the UNPOL PC and the SSNPS IGP on Operational Coordination between the two organizations pertaining to re-designated POC sites.
- Line management and supervision of the Formed Police Unit (FPU) Coordinator in support of Protection of Civilians activities and Mission needs; ensuring the appropriate deployment of FPUs across South Sudan in support of the mission and effective delivery of services and duties by the FPUs in support of the UNPOL mandate implementation; and liaison with the UNMISS Military Component on operational coordination and security support;
- Overseeing, supervising, coordinating, monitoring, accountability and time on duty accountability for all UNPOL assigned to the above sections, and ensuring all assigned personnel perform effectively and in the best interest of UNPOL;
- Management and monitoring of all Liaison Officers allocated to the above; ensuring and reinforcing their affiliations and work-related support to the needs of UNPOL;

- Management and monitoring of staff allocated as Liaison Officers within the SSNPS Emergency Call Centre known as ‘777’ in accordance with the approved UNPOL CONOPS;
- Effective delivery of services and duties by the units in support of mandate implementation, liaison with the UNMISS Military Component on operational coordination and security support;
- Develop strong working relationships with internal and external partners linked to operational tasking and coordination, including United Nations Department of Safety and Security, Force, United Nations Country Teams, Non-Government Organizations, the South Sudanese National Police Service and others as necessary;
- Monitoring and assessing all mandated UN Police operations in the mission area and ensuring there is accurate documentation and timely reporting of all operations and accountability measures;
- Ensure the sharing of information related to the security environment in the mission area, and specifically, in regard to ongoing UNPOL operations;
- Liaising with all concerned parties concerning monitoring, documentation and reporting of all operational matters;
- Providing accurate reports, analysis, and statistics on significant operational issues of interest as needed by the Mission;
- Direct reporting line to the to the Deputy Police Commissioner on mandated tasks, goals and objectives;
- Maintaining close cooperation with counterparts in the JOC and JMAC, including Civilian, UN Security and Military components;
- Developing and monitoring compliance with Standard Operating Procedures (SOP) and Directives relating to critical incident response, evacuation, and emergency procedures, including the regular testing and exercising of such plans;
- Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner through the established chain of command.

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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, public order policing, experience in planning, development and implementation of policing guidance, operational orders; ability to apply technical expertise to resolve police related issues and challenges; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor 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.
- **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. Excellent report writing skills.
- **Teamwork:** Ability to establish and maintain effective working relations with people of different national, linguistic and cultural backgrounds with sensitivity and respect for diversity. Willingness to solicit inputs and learn from others, to place team agenda before personal agenda. Willingness to share credit for team accomplishments and joint responsibility for team shortcomings.

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. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training etc.) is highly desirable. Graduation from a certified Police Academy or other national Law Enforcement Training Institution is required.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the field and/or national police headquarters level - required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units – highly desirable. Previous UN or international experience is an advantage.

Rank: Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 10 February 2022

<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.