

# 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 peace operations and subject to the approval of United Nations General  
Assembly and renewal of the UNITAMS' mandate.*

<b>Post title and level</b>	<b>Police Planning Officer, P-3</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Transitiona Assistance Mission in Sudan (UNITAMS)</b>
<b>Duty Station</b>	<b>Khartoum, Sudan</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration of contract</b>	<b>12 Months (extendable)</b>
<b>Deadline for applications</b>	<b>15 December 2020</b>
<b>Job Opening number</b>	<b>2020-UNITAMS-01-PPO-P3</b>

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

## **RESPONSIBILITIES**

In compliance with the UN mandate and under the guidance and supervision of the Police Commissioner, the UN Police Planning Officer will be responsible for the coordination of the full spectrum of planning activities within the UN Police Component, providing support to the Capacity Building Coordinator in the areas of institutional and capacity development of the Sudan Police Force (SPF). The incumbent will also be providing advisory support to the Police Commissioner on the implementation of the National Plan for the Protection of Civilians. Within the limits of delegated authority, the UN Police Planning Officer will be performing the following duties:

- Providing strategic guidance, advisory and coaching support to SPF at managerial and operational levels in the area of police and law enforcement strategic planning, developing monitoring and evaluation tools and assessment templates, developing frameworks for the development, training and reforming of the local police;
- Review the existing police structure and systems including in-depth analysis of personal and skills requirement, evaluation of the criminal justice system, corrections and local police operational capabilities, as basis for making comprehensive analysis and recommendation for the overall reform, restructuring and institutional development of the host state police.
- Develop short and medium plans and programs for the reform and restructuring and the term institutional development of the host state police
- Lead any UNPOL's involvement in the development of strategic planning at all levels including specialist functional and operational departments in regard to the host state police capacity building and institutional reforming.
- Collaborate with other stakeholders in the mission in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Assist and advise the UNPOL leadership in the areas of plans and programs related to organisational development; special studies, research and project management which includes interagency and international affairs and other requirements that are needed for the effective and efficient administration and operation of the host state police.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations police peacekeeping doctrine needed to support such plans; and, to support the changing

role of police in peacekeeping, particularly in the area of host state police development and capacity enhancement.

- Contribute to the development of budget proposals related to the UNPOL component activities aligning them with the Mission RBB.
- Give direction on the implementation phase of mission planning, developing organisational structures, providing advice in relation efficient and economic use of human and logistical resources including addressing gender related aspects.
- Assist in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Performing any additional duties as may be directed by the Police Commissioner in fulfilment of the mandate.

### **COMPETENCIES:**

**Professionalism:** The UN Police Planning Officer works in line with applicable UN policy, rules and regulations as well as established UN Police CONOPS, SOP of each mission, as well as relevant guidance of the DPKO Police Division. 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. 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 the management and administration: ability to review and edit 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

**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.

### **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 (strategic planning, research, analysis, policy development) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience:** Candidate must be in active police service possessing a minimum of 5 years (7 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, including at least 5 years of experience at policy making level with involvement in strategic planning and management in one or few of the following areas: police operations, crime management, policy development, police administration or police training and development. Practical managerial experience in human and financial resources management, change management (particularly in law enforcement), reform and restructuring, project/program management, development of strategic plans or related field is highly desirable. Previous UN or international experience is an advantage.

**Rank\*:** Rank required for a P-3 is Senior Inspector of Police, Major, other equivalent or higher rank.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge of Arabic Language is an advantage.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 5 November 2020

**\*Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

**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.**

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