

United Nations



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

Recruitment closure and onboarding of selected candidate is subject to budgetary availability

Post title and level	Deputy Police Commissioner, D-1
Organizational Unit	United Nations Mission in South Sudan
Duty Station	Juba
Reporting to	Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	28 November 2025
Job Opening number	2025-UNMISS-82337-DPKO

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

In compliance with the mission mandate and under the supervision and substantive guidance of the Police Commissioner (PC), the Deputy Police Commissioner will be responsible for the operational oversight of the UN Police component's activities related to the Mission mandate implementation, and will:

- Advise the UN Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation.
- Assist the Police Commissioner in his strategic advisory support and assistance to the South Sudan national Police Service (SSNPS) leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building.
- Provide advisory support to the SSNPS leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements.
- Assist the Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police officers deployed to the mission.
- Provide support to the Police Commissioner on the general management of human, material and financial resources, welfare and general personnel administration, policy issues and procedures relating to the headquarters and field offices of the UN Police component.
- Provide an oversight and coordination of all UN Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (FPUs).
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations.
- Provide a direct oversight of all subordinate units within the infrastructure of UN Police component as may be assigned by the Police Commissioner.

- Contribute to the development and monitoring of the implementation of Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the UN Police are directed towards the achievement of the overall goal of the mission.
- Assist the Police Commissioner in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the UNCT, international community, donor community and civil society to build consensus and strengthen efforts on the reform and development of the SSNPS and other law enforcement and security agencies as required by the mission mandate.
- Ensure close liaison with the UN Military component, Mission DSS officials and relevant South Sudan national agencies regarding the safety and security of all UN Police deployed to the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Make regular visits to team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground.
- May act as the interim Police Commissioner in the absence of the Police Commissioner.
- Perform other functions as are consistent with the mandate implementation and as may be required by the UN Police Commissioner.

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.

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 honours 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.

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, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related areas. A first-level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree. Graduation from a

certified police academy or other law enforcement training institution is also required. Advanced training for command/senior staff is highly desirable.

Work Experience: A minimum of 15 years (17 years in absence of advanced university degree) of progressive and active relevant policing service/experience both at the field and national headquarters level, including at least 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in such areas as police operations, police administration, training and development – required. Practical direct experience in commanding a region or a state-level police units or running a department at national police HQ level - required. Previous UN experience is an advantage.

Rank: Chief/Senior Superintendent of Police, Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, equivalent to the military rank of Brigade-General or above.

Language: Fluency in spoken and written English is required. Knowledge of a second UN language (Arabic) is an advantage.

Preference will be given to equally qualified women candidates. Date of Issuance: 14 October 2025

<https://police.un.org/en>

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.