

United Nations

*Job Opening for Positions 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*

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| Post title and level | Deputy Police Commissioner, P5 |
| Organizational Unit | United Nations Interim Security Force for Abyei (UNISFA) |
| Duty Station | Abyei |
| Reporting to | Police Commissioner |
| Duration | Up to 12 Month (extendible) |
| Deadline for applications | 1 September 2024 |
| Job Opening number | 2024-UNISFA-82279-DPO |

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

RESPONSIBILITIES:

Within delegated authority, the Deputy Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advise the UN Police Commissioner and other UNISFA leadership on the issues related to the mandate implementation by the police component, including on critical security incidents, and provide regular reports on key issues and work program implementation;
- Assist the UN Police Commissioner in his strategic advisory support and assistance in the development of short-, medium- and long-term plans and programs for the establishment and functioning Abyei Police Service (APS), including its capacity building;
- Under the guidance of the Police Commissioner, provide advisory support to the APS 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 his strategies aimed at the implementation of the concept of Community Protection Committees (CPC) ensuring efficient information exchange, mentoring and monitoring CPCs activities, sensitizing CPCs on community policing principles in regard to law-and-order maintenance;
- 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 UN 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 (when deployed).
- Ensures 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 the implementation of UNISFA 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 APS as required by the mission mandate;
- Ensure close liaison with the UN Military component, Mission DSS officials and relevant host state national agencies in regard to 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 the 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 UN Police Commissioner.
- Perform any other duties as assigned by the Police Commissioner in fulfillment of the mission mandate.

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 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.

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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 area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

Work Experience: A candidate must be in active police service possessing minimum of 10 years (12 years in absence of advanced university degree) of progressive and active policing service/experience at the field and/or national police headquarters level; 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations (including operations with the use of formed police units), community oriented policing, crime management and police administration – required. Practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level - required. Experience in police human and financial resources management, change management, capacity building and development – desired. Previous UN or international experience is an advantage.

Rank*: Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank

Languages: Fluency in English, both written and oral, is required. Knowledge of Arabic is an advantage.

Preference will be given to equally qualified women candidates

Date of Issuance: 2 July 2024

***Rank in application form should be outlined in candidate’s original language with literal translation in English; no equating to military ranks should be made. 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.