



# 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 peacekeeping operations*

**Post title and level**

**Police Adviser, P-4**

**Organizational Unit**

**United Nations Support Mission in Libya (UNSMIL)**

**Duty Station**

**Tripoli, Libya, with extensive travel across the Mission area**

**Reporting to**

**Chief of Security Institution Service (SIS)**

**Duration**

**12 Months (extendible)**

**Deadline for applications**

**10 December 2020**

**Job Opening number**

**2019-UNSMIL-30081941-DPPA**

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

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**RESPONSIBILITIES:**

In compliance with the mission mandate and under the supervision, command and control of the UNSMIL Chief of Security Institution Service (SIS), the incumbent will carry out the following duties and responsibilities:

- Provide Mission Leadership, Chief of Security Institution Service (SIS) and other UNSMIL staff with qualified police related advisory support on the whole spectrum of police matters;
- Provide support of the Ministry of Interior (MOI) of Libya in its efforts to improve structure, roles and resourcing of police and criminal justice institutions, enhance effectiveness of police and prison service delivery in Tripoli, develop administrative and organizational capacity of MOI of Libya.
- Work with police directorates and components in the different parts of the country including the east and the south.
- Contribute to joined programmatic activities in planning, liaison with the MOI and implementation with other UN and national partners.
- Support MoI of Libya and the High National Elections Commission (HNEC) in building the MoI capacity to ensure electoral security and to prepare integrated security plan for elections.
- Establish and maintain efficient liaison with police and other law enforcement institutions both at regional and HQ levels in order to assist in the planning and conducting activities as directed by the Chief of SIS.
- Assist and support in extending police authority, including through strengthening emerging accountable police institutions and the restoration of public services;
- Advise and support Libyan law enforcement in the promotion and protection of human rights, particularly for vulnerable groups, and support transitional justice;
- Maintain contact and liaise with culturally specific communities to foster co-operation and understanding;
- Promote gender equality and support the role of women in the police.
- Identify potential crime or disorder problems and assist the local law enforcement in developing effective crime prevention and combating strategies.
- Performs other functions as are consistent with the mandate and as may be required by the Chief of SIS.

## **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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in operational planning, development and implementation of policing programs and management; 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. Identify priority activities and assignments; adjust priorities as required; allocate appropriate amount of time and resources for completing work; foresees risks and allow contingencies when planning; monitor and adjusts plans and actions as necessary.

**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.

## **QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Criminology, Policing, Security and Safety, Public Administration, Criminal Justice, Law, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement administration, including program management, strategic planning and capacity building, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

**Experience:** Candidate must be in active police service possessing minimum of seven years (nine years in absence of advanced university degree) of progressive and active policing experience at the field and/or national headquarters level with at least five years of experience in police management, police administration and police operations. Practical experience in strategic planning, program management and capacity building is highly desirable. Experience in mediation in post-conflict situation and working with non-state armed and experience of working in Middle East and North Africa (MENA) region is highly desirable. Previous UN or international experience is an advantage.

**Rank:** Superintendent of Police, equivalent to Lieutenant Colonel in the military or higher rank.

**Language:** Proficiency in English languages (both oral and written) is required; knowledge of Arabic is highly desirable.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 26 November 2019**

**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>