

# United Nations

*Position requires 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*

**Post title and level:** UN Police Planning Officer (Community Policing), P-3  
**Organizational Unit:** United Nations Integrated Office in Haiti (BINUH)  
**Duty Station:** Port of Prince  
**Reporting to:** BINUH Police Commissioner  
**Duration:** 12 Month  
**Deadline for application:** 30 April 2022  
**Job Opening number:** 2021-BINUH-00012-DPPA

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

## **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Police Commissioner, the incumbent will provide his/her technical support to the Chief of HNP Community Policing Unit of the Haitian National Police (HNP) and will be responsible for the following:

- Providing strategic guidance on community policing initiatives to his/her counterpart in the Haitian National Police in support of the broader Community Violence Reduction (CVR) and Disarmament Demobilization and Reintegration (DDR) initiatives aiming to curb crimes including gang violence.
- Contributing to the substantive development and implementation of a “Strategic Concept” on Community Policing to be implemented by the Haitian National Police, including in the development of overall policies and legal framework, implementation of the strategy, standard operating procedures and action plans, taking into account the national priorities, availability of the Government of Haiti and donors support and realistic targets.
- Supporting the Community Policing unit of the Haitian National Police in coordinating with bilateral and multilateral donors including United Nations Country Team, government and non-government agencies and participating in joint planning activities.
- Supporting the Community Policing unit of the Haitian National Police in expanding its presence throughout all ten departments in Haiti including in the implementation of the recruitment process and the drafting and delivering of training programs.
- Collaborating with other components of BINUH and stakeholders in providing a coherent strategic planning framework in support of Community Policing initiatives by clearly articulating the scope of resource requirements, ensuring the coordination and modalities.
- Assisting the Central Directorate of Administrative Police and the Chief of Community Policing Unit of the HNP in police preventive, and operational planning activities including in the development of concepts of operation and community-oriented policing and problem-solving projects.

- Performing any additional duties as may be directed by Police Commissioner in fulfilment of the 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 ensures 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. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills.

**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.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

### **QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

**Work Experience:** A minimum of 5 years (7 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level. Extensive practical experience in police administration, organizational and resource management, and Community Policing including in the development and implementation of crime prevention programs is required. Computer skills and knowledge of working software, applications or devices.

**Rank:** Rank required for a P-3 is Major/Superintendent or other service equivalent or higher.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English and French (oral and written) is required. Knowledge of Haitian Creole is a strong advantage.