

Posting Title : UN POLICE OFFICER, P4
Job Code Title : UN POLICE OFFICER
Department/ Office : Department of Peace Operations
Location : NEW YORK
Posting Period : 7 June 2021-21 July 2021
Job Opening number : 21-ROL-Department of Peace Operations-150488-R-NEW YORK (X)
Staffing Exercise : N/A

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

Org .Setting And Reporting

The post is placed in the United Nations Team of Experts on the Rule of Law and Sexual Violence in Conflict ("Team of Experts"). The Police Expert will have dual reporting line to the Team Leader of the United Nations Team of Experts on the Rule of Law and Sexual Violence in Conflict (Team of Experts) and the Deputy Police Adviser through the Chief of the Strategic Policy and Development Section of the Police Division of the Department of Peace Operations. The Police Expert will also work closely with members of the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (SRSG-SVC).

Responsibilities

- In collaboration with the Deputy Police Adviser through the Chief of the Strategic Policy and Development Section of the Police Division of the Department of Peace Operations and the Team Leader of the United Nations Team of Experts on the Rule of Law and Sexual Violence in Conflict (Team of Experts), conducts comprehensive analysis of member states police service's existing capacity to investigate conflict-related sexual violence (CRSV), including in-depth analysis of personnel and skills requirement, systemic institutional weaknesses, administrative and operational gaps, possible duplications and inefficiencies, evaluation of the criminal justice system and local police operational capabilities, to make comprehensive analysis and recommendations to the Team of Experts, national police, gendarmerie and other law enforcement services, including through short-term deployments to the field for the overall development of short, medium and long term plans for the reform, restructuring and institutional development essential for effective, efficient, and sustainable police response to CRSV ;
- Produces in-depth reports, including end of mission reports, and assessments of progress in the implementation of mandated tasks, through conducting periodic evaluation and assessment of the capacities and needs of police, gendarmerie and other law enforcement

services, assistance provided, lessons learned, emerging good practices, challenges and recommendations. ;

- Coordinates and advises as necessary, with key national and international counterparts within and beyond the Organization (including mission components, DPO, OHCHR, UNDP, as well as other members of the Global Focal Point on the Rule of Law) on matters related to the operating policies of the police service of member states to bring them to internationally accepted standards of democratic policing, ensuring that areas of institutional reforms, and practices of law enforcement institutions related to the police response to CRSV are implemented;
- Proposes and drafts advice on the revision of existing rules and regulations, as well as development of new policies, guidelines, action plans, procedures and other guidance materials required for responsive and accountable policing relevant to the national police response to CRSV, in accordance with the Team of Experts overall Joint program and the Strategic Guidance Framework for International Policing (SGF).
- Provides advice and prepares guidance to the Team of Experts, the SRSB-SVC, and participates in the formulation of the Team of Expert strategic plan development, on reform issues and strengthening of member's states police response to CRSV in line with the local reality and relevance that will include issues relating to international human rights standards, gender mainstreaming and addressing sexual and gender-based violence, child protection, community policing, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, capacity building, budget management, human resource management, performance management and staff training;
- Ensure that policies, strategies and recommendations developed by the Team of Experts feeds into the overall work of DPO, including its Police Division;
- Provides advice, briefings and updates to Member States, donors and civil society as necessary.
- Contributes to the production and implementation of training programs relevant to the police response to CRSV as integral part of the Team of Experts programs and UN Police Training Architecture ;
- Performs any other duties as assigned by the Team Leader of the United Nations Team of Experts on the Rule of Law and Sexual Violence in Conflict (Team of Experts) or his/her Deputy and the Deputy Police Adviser through the Chief of the Strategic Policy and Development Section of the Police Division of the Department of Peace Operations or his/her Deputy in fulfillment of the mandate.

Competencies

PROFESSIONALISM: Demonstrated ability to provide technical advice in formulating strategies and plans; knowledge of theories, concepts and approaches relevant to the functions of the police and/or gendarmerie including in the areas of criminal investigations; victim and witness protection; cooperation with the judiciary, particularly in the context of sexual crimes. Demonstrated ability to formulate and implement appropriate police strategies consistent with international standards and best practice. Ability to make judgment in dealing with sensitive and confidential matters. Knowledge of international human rights norms, standards and mechanisms as they relate to sexual violence. Demonstrated ability to incorporate gender perspectives and ensure the equal participation of women and men in all areas of work. 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.

PLANNING and ORGANIZING: Ability to work efficiently under pressure on difficult assignments within tight deadlines, and possibly in hardship conditions in the field; ability to plan own work and manage conflicting priorities. 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 - Good interpersonal skills and ability to establish trust and build professional relationships with national counterparts and colleagues from varied cultures and professional backgrounds. 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.

Education

Advanced University degree in (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, criminology or social sciences related to investigations, or related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience

At least seven (7) years experience (nine (9) years in absence of advanced university degree) in an active policing service in criminal investigations in a national or international police or other law enforcement agencies in the field or headquarters, or related field is required.

Five (5) years of active police experience at policy making level in one of the following areas: police operations, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field is required.

Experience in investigation of sexual and gender-based violence (SGBV) crimes is desirable.

Experience in conducting or supporting criminal investigations and mentoring police in a conflict or post-conflict/crisis environment is desirable.

Experience of working with an international or regional organizations is desirable.

Experience in preparing analytical and/or assessment reports is desirable.

Practical experience in project design, implementation, monitoring and evaluation is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the post

advertised, fluency in English (oral and written) is required and fluency in French is desirable.

Assessment

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

Special Notice

Appointment or assignment against this position is for an initial period of one year. The appointment or assignment and renewal there of are subject to the availability of the post or funds, budgetary approval or extension of the mandate

Staff members are subject to the authority of the Secretary-General and to assignment by him or her. In this context, all staff are expected to move periodically to new functions in their careers in accordance with established rules and procedures.

The United Nations Secretariat is committed to achieving 50/50 gender balance and geographical diversity in its staff. Female candidates are strongly encouraged to apply for this position.

At the United Nations, the paramount consideration in the recruitment and employment of staff is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard to geographic diversity. All employment decisions are made on the basis of qualifications and organizational needs. The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of

the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

No Fee

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.