

# 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*

<b>Post title and level</b>	<b>Criminal Investigations Specialist, P-4</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)</b>
<b>Duty Station</b>	<b>Bangui</b>
<b>Reporting to</b>	<b>Chief of Operations</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>30 November 2020</b>
<b>Job Opening number</b>	<b>2020-MINUSCA-89695 -DPO</b>

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

## **RESPONSIBILITIES:**

In compliance with the mission mandate and under the supervision and substantive guidance of the Chief of Operations, the Criminal Investigation Specialist to Central African Republic police and gendarmerie directorates of Criminal Investigations will be responsible for providing expert advice on criminal investigation matters, including, coordinating and functioning of the various components and local police units under the office of the Director for Criminal Investigations. Within the limits of delegated authority, the Criminal Investigation Specialist will be performing the following duties:

- Provide advice and assistance to local police and gendarmerie leadership in the development of short, medium and long term plans and programs for the reform, restructuring and the strengthening of the capacity of local police and gendarmerie including in strengthening its long term strategic reforms, based on criminal investigations performance measurements;
- Co-locate with the local police and gendarmerie directors for Criminal Investigations on a daily basis where possible and practical.
- Provides strategic, tactical and operational advice to the directors of Criminal Investigations in the planning, directing, controlling, coordinating, and supervising all Criminal Investigation activities of the local police including its specialized units with an objective of developing the capacity of the Criminal Investigations Directorates and the local police and gendarmerie on the whole.
- Build capacity of the investigators to efficiently tackle any type of crime and establish an effective and efficient case management system.
- Advise the directors of Criminal Investigations on the preparation, coordination, and issuance of operational Plans, operational orders, and directives in accordance with local police policies and guidelines.
- Establish specialized units within the directorates, State and County levels to deal with certain areas of investigations and crime management, and to develop the capacity within such units.
- Coordinate the Specialized Police Teams (SGBV and Forensic) activities with internal /external partners Liaises with Justice/ Correction Section and Special Criminal Court in relation to all important investigations including crime committed against peacekeepers.
- Supervise all investigations conducted under Urgent Temporary Measures (UTM)
- Improve and build capacity in crime scene management and to establish specialized areas to assist investigation based on a scientific approach.

- Build capacity within the directorates of Criminal Investigation to keep crime records, statistics, fingerprinting and make proper crime analyses to guide crime prevention and other preventive initiatives.
- Advice in the establishment of a forensic science institute and the affiliation of the local police to international (e.g. INTERPOL), regional and national organizations.
- Advise the directors of Criminal Investigations on the maintenance of active and sustainable liaison activities with other local police operating units and other law enforcement agencies.
- Provides advice to the directors of Criminal Investigations on the planning, directing, coordinating, supervising, and monitoring of all unit activities pertaining to police community relations and crime prevention initiatives.
- Serve as the UNPOL focal point on matters concerning criminal investigations by local police.
- Perform tasks and assume other responsibilities as assigned by the MINUSCA Chief of Operations.

### **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
- **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.
- **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 maintain 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 be informed and be able to anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client; resolves conflicts by pursuing mutually agreeable solutions.

### **QUALIFICATIONS:**

- **Education:** Advanced university degree (Master’s degree or equivalent) in one or more of the following disciplines: Law, Criminal Justice Administration, Public Administration, Development Studies (particularly in law enforcement and/or criminology) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including crime management, 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 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, – highly desirable. Previous UN or international experience is an advantage.
- **Rank:** Required rank for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

- **Language:** Proficiency in French both oral and written is required. Proficiency in English is highly desirable.
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Preference will be given to equally qualified women candidates.

Date of Issuance: 26 September 2020

**In accordance with the new 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>