

# 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>Police Reform and Restructuring Coordinator, (P-4)</b>
<b>Organizational Unit</b>	<b>United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO</b>
<b>Duty Station</b>	<b>Kinshasa</b>
<b>Reporting to</b>	<b>MONUSCO Deputy Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>30 November 2020</b>
<b>Job Opening number</b>	<b>2020-MONUSCO-78800-DPO</b>

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

## **RESPONSIBILITIES:**

In compliance with the UN mandate and under the guidance and supervision of the MONUSCO Deputy Police Commissioner, the Police Reform and Restructuring Coordinator (P-4) will be responsible for the development of police services in Democratic Republic of Congo (DRC) in conformity with the modern democratic principles and operational efficiency and effectiveness. Within the limits of delegated authority and under the guidance and supervision of the Deputy Police Commissioner, the Police Reform and Restructuring Coordinator will be performing the following duties:

- Reviewing the existing local police structure and systems including in-depth analysis of personnel and skills requirement, evaluation of the criminal justice system and local police operational capabilities, as basis for making comprehensive analysis and recommendations for the overall reform, restructuring and institutional development of the local police service;
- Development of short and medium-term plans and programs for the reform and restructuring and the longer-term institutional development of the local police service;
- Advising and assisting local counterparts on issues related to the national police reform initiatives to bring them to internationally accepted standards of democratic policing;
- Periodically conducting evaluation and assessment of all reform, restructuring and institutional development activities and provide guidance and support to other police initiatives;
- Assisting and advising the local counterpart in the development and implementation of recruitment, vetting and selection policies and procedures;
- Developing reform and restructuring plan for the local police service in coordination and consultation with the UN Mission, government and local police leadership;
- Coordinating bilateral and multilateral support initiatives relating to security sector reform and capacity enhancement of local security services.
- Production and timely submission of reports relating to the overall reform and restructuring and institutional development of the local police;
- Liaising with senior local police officials and other relevant government officials on matters related to the restructuring of the existing or setting up of a new police service.

## **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.

**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.

**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.

## **QUALIFICATIONS:**

**Education:** Advanced university degree (Masters 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. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training etc.) is highly desirable. Graduation from a certified Police Academy or other national or international 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, or heading a department at national police HQ level—is highly desirable. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written French is required. Proficiency in English is desirable.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 26 September

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>