

United Nations

*Job Description for Positions Requiring Official Secondment
from national governments of Member States of the United Nations Organization in*

Post title and level	FPU Coordination Officer IPO Position (seconded, non-contracted)
Organizational Unit	MONUSCO
Duty Station	In the mission area, based on operational requirements.
Reporting to	Deputy Police Commissioner
Duration	12 Months (with the possibility of an extension)
<u>Deadline</u>	31 August 2024

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

RESPONSIBILITIES

Under the authority of the direct supervisor within the organizational structure of the UN Mission Police Component and within the limits of delegated authority, the MONUSCO FPU Coordinator will be responsible for, but not limited to, the performance of the following duties:

- Manage and supervise the FPU Coordination Office within the UNPOL Operational Pillar.
- Coordinate and manage the FPU's Operational deployment and regular rotations throughout the Mission.
- Ensure effective liaison with all partners and relevant mission components on administration, logistics and operational issues related to the deployment and operation of FPUs in the mission.
- Establish a close collaborative relationship with the MONUSCO Force Component.
- Serve as Adviser to the Police Commissioner and UNPOL leadership regarding FPU deployments and operations.
- Facilitate the effective coordination and cooperation with the MONUSCO Force as well as with the counterparts of the Congolese National Police.
- Coordinate the activities and operations of the FPUs deployed in the area's sectors/areas of responsibility.
- In cooperation with the Sector and FPU Commanders, ensure the well-being and monitor the medical conditions and welfare of all FPU members.
- Coordinate the arrival and departure of all FPU members from their mission areas.
- Ensure that all FPU members are aware of their responsibilities, including through induction, to adhere, both on and off duty, to UN rules, regulations, and guidelines, as well as other mission directives and issuances in collaboration with the respective FPU commanders.

- Ensure that all FPU members are treated with United Nations rules and regulations.
- In collaboration with the respective Sector and FPU Commanders, ensure that all FPU members are aware of their responsibilities, including through orientation, to adhere to UN directives, rules and regulations during and off-duty.
- In collaboration with the Sector and FPU Commanders, facilitate any necessary related investigation-related to public order incidents involving FPU members.
- Liaise with the Mission Contingent Owned Equipment (COE) Unit and conduct regular COE inspections in the field.
- Regularly consult and Advise the Deputy Police Commissioner regarding FPU deployment and operations.
- Advise the MONUSCO Police Commissioner in the development of strategic guidelines for FPU operations.
- Advise the Congolese National Police on tactics of crowd management control and civil disorder.
- In coordination with the UNPOL Development Pillar, assist in the development of training exercises to improve the capacity and capabilities of law enforcement agencies in the DRC.
- Develop and coordinate crowd control exercises with the Force in the DRC.
- Facilitate and provide expert advice on any investigation or inquiry that may be required to address incidents that are of public concern involving members of the FPU, in collaboration with the respective FPU commanders.
- Coordinate with the SRS-FPU generation Office in UNHQ-NY on any FPU-related matters.
- Monitor the welfare and medical condition of all FPU members in collaboration with the respective FPU commanders
- Participate or propose AOC instructors to conduct the FPAT assessment.
- Oversee the Performance assessment procedures for FPUs: verify the correct registration of Performance Assessment and Evaluation Report in the on-line tool and actively support the implementation of Performance Assessment and Evaluation Team recommendations.
- Perform other duties assigned by the MONUSCO Police Commissioner.
- Perform the duties of the Police Chief Operations during his/her absence.
- Coordinate and monitor FPU operational and administrative activities at the FPU Coordination.
- Monitor the “in-mission training” of the FPUs according to established planning.
- Write specific documents required for his role (reports, analyses, evaluations, etc.).
- Represent the Chief of Operations/DPC when necessary.
- Serve as focal person and advisor to the PC/DPC on matters related to the Mission CMMRB.
- Perform other duties as may be required by the UNPOL leadership within the framework of the mandate Implementation.

Work Experience: A minimum of 7 years of experience of active experience in national law enforcement is required in one or several areas of the following areas: Police Operations/Security (including, for example, FPU Coordination office planning, maritime/riverine policing, border security, customs,

immigration, special particular/formed police unit operations, transnational organized crime). Experience of FPU (Formed police unit) commanding or as an FPU coordinator in any UN mission is required. Relevant knowledge in the following fields: policing, crowd and riot control, VIP protection and tactical intervention, and anti-terrorism. Knowledge now about Training, Information, Public Security, Police of Proximity, Judicial Police, Human Rights, and Administration. The rank of superior police officer (Major) is required.

QUALIFICATIONS:

Education: Graduation from a certified police College or Academy or other law enforcement educational the institution is required.

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 complex problems or challenges and remains calm in stressful situations. Possesses practical, proven. Experience and outstanding expert knowledge in the technical field of work in general and the specific areas required for the posts; demonstrates sound judgment in the context of assignments given; able to plan. His/her work and manage work/task priorities. He/she applies technical expertise to resolve issues related to the police and challenges. She has strong organizational skills. She takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all work areas.

Planning and Organizing: Develops clear goals that are consistent with agreed-upon strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and acts 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, tailor's language, tone, style, and format to match the audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda: supports and acts 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Rank: A senior Police Officer with the minimum rank of major or equivalent

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

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or based on an in-mission AMS upon arrival of the candidates—failure to pass the in-mission assessment will result in the candidate’s repatriation. In this case, the Member State will bear all repatriation-related expenses. Therefore, Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State before the police personnel deployment.

Preference will be given to equally qualified women candidates.

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In accordance with the international human rights or international humanitarian law not being involved in violations, the candidate would not have been involved in violations of the exact wording of the self-attestation outlined in para. 5.2 of the abovementioned Policy. The final decision on selecting an individual to serve with the United Nations will also be subject to human rights screening.