

# United Nations

*Job Description for Positions requiring official secondment  
from national governments of Member States of the United Nations Organization*

<b>Post title and level</b>	<b>Police Adviser for Capacity Building (seconded, non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Assistance Mission for Somalia (UNSOM)</b>
<b>Duty Station</b>	<b>Mogadishu with travel within the Mission area.</b>
<b>Reporting to</b>	<b>UNSOM Police Commissioner through the established chain of command</b>
<b>Duration</b>	<b>12 months (possibility to extend under specific conditions)</b>
<b>Deadline for application</b>	<b>31 March 2019 (and within the regular rotations during the next 6 months)</b>

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

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## **RESPONSIBILITIES**

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Section and within the limits of delegated authority, the UN Police Adviser for Capacity Building will be responsible for, but not limited to, the following duties:

- Support the Somali Police to plan and coordinate police training programs in line with Somalia's New Policing Model, taking into account past, ongoing and future police related support activities.
- Adapt program implementation to new requirements in consultation with key stakeholders.
- Conduct training needs assessment and develop strategic action plans to address the identified needs.
- Coaching and advising senior Somali police and stakeholders that implement training programs.
- Assist the Federal Government of Somalia in coordinating international donor support to training Somali Police, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- Provide high-level advice and support to the co-chairs of the Police Professional Development Board (PPDB) including the provision of PPDB secretariat services collocated, if possible, with the Training Department of the Somali Police Force/Federal Police.
- Assist in developing partnerships with other actors in the security sector (justice, military, intelligence services, custodial corps) and international partners on matters of training.
- Provision of high quality reporting, feedback and monitoring of police training related issues.
- Reporting and maintaining records of all training activities and functions
- Assisting in the development of inclusive training programs related to the provision of policing services to local communities with appropriate consideration to gender and to vulnerable groups.
- Develop and maintain collaborative relationships with the African Union Mission in Somalia focal points, especially in relation to AMISOM's support to police training activities.
- Perform other duties as tasked by the Police Commissioner or supervisors especially in connection to the subject matter expertise.

## **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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. 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 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **MANAGERIAL COMPETENCIES:**

**Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

### **QUALIFICATIONS:**

**Education:** Graduate of Police College or Academy or other recognized law enforcement educational institution is required. University degree in law, law enforcement, project management or related field is desired. Specialized training in management, business management, administration, social sciences is highly desirable.

**Work Experience:** A minimum of 10 years of relevant active experience in police or other national law enforcement, including training (e.g. training delivery and training management, curriculum development, train-the-trainers etc.) is required. Practical experience in police management, program development and implementation are also required. Peacekeeping or other international experience in the UN or other organizations is highly desirable. Experience in a command or strategic level position with exposure to one or more of the following areas is an advantage: oversight, human rights, weapons and ammunition management, electoral security, anti-corruption, human resources, logistics, finance, diplomatic police, border management, special operations, crowd/riot control, gender and/or countering serious and organized crime.

**Languages:** For the post advertised, fluency in oral and written English is required.

**Assessment for Mission Service:** The candidate 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 on the basis of an in-mission AMS upon arrival of the candidate. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 28 February 2019**

<http://www.un.org/en/peacekeeping/sites/police>

**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 abovementioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.**