

United Nations

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

Post title and level	Police Adviser - Police Reform / New Policing Model (seconded, non-contracted)
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Mogadishu
Reporting to	UNSOM Police Commissioner through the established chain of command
Duration	12 Month (possibility to extend under specific conditions)
Deadline for applications	31 March 2019 (and within the regular rotations during the next 6 months)

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

RESPONSIBILITIES:

In compliance with the mission mandate the Police Adviser (Police Reform / New Policing Model) will be responsible for assisting the Somali police authorities with the effective implementation of police reform under the New Policing Model agreement under the authority of the UNSOM Police Commissioner and within the limits of delegated authority. The adviser will be responsible for, but not limited to, the following duties:

- Advising on planning, including coordinating and functioning of the key components of the new policing model.
- Support coordination with the Somali coordination structure consisting of technical committees at the state and federal level, the Somali Technical Working Group, the Council of Police Commissioners and the Conference of Ministers of Internal Security and the Sub-working Group on Police under the Comprehensive Approach to Security.
- Assist the Somali Police in coordinating international donor support to Somali Police, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- To the extent possible, participate in and support the coordination structures outlined above.
- Support the implementation and monitoring of Somalia's New Policing Model.
- Support program management to implement police reform, taking in account past, ongoing and future police support activities; being flexible to adapt program implementation to new requirements in consultation with key stakeholders.
- Coaching and advising senior Somali officials involved in the coordination committees of police reform.
- Identifying and assessing additional capacity building needs for the implementation of police reform.
- Develop partnerships with other actors in the security sector (justice, military, intelligence services, custodial corps) and international partners, particularly under the Global Focal Point arrangement.
- Assisting the development of inclusive programs for protection of gender and vulnerable groups within and by the police.
- Assisting the development of a sense of belonging and ownership among the police and the police authorities on Federal and State level.
- Other duties as directed by the UNSOM Police Commissioner in order to implement the mandated activities, especially in connection to the specific 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: Graduation from a Police College/Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, project management) is desired. Specialized training in management, business management, change management, administration is highly desirable.

Work Experience: A minimum of 10 years of relevant experience in police or other national law enforcement, including in the areas of police reform and/or change management, project/program management, police management and the specific area is desired. Peacekeeping or other international experience in the UN or other organizations is highly desirable. Experience in working with high-level political authorities is an advantage. Experience in a command or strategic level position with exposure to one or more of the following subjects 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 candidates. 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.

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 UN 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.