

# 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 Commissioner, D-2</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>Special Representative of the Secretary-General</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>24 August 2018</b>
<b>Job Opening number</b>	<b>2018-MINUSCA-89614 -DPKO</b>

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

## **RESPONSIBILITIES:**

MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. Under the guidance and supervision of the Special Representative of the Secretary General (SRSG), the incumbent will be responsible for, but not limited to the performance of the following duties:

- Advising the SRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Advises the SRSG on matters relating to the assistance/support requirements needs for the development of the national police of the host state in line with the international standards of policing;
- Developing the Police Component's mission statement in accordance with the overall objectives of the mission and reinforce this to all the Police Component personnel;
- Developing the operational strategy and establishing the administrative procedures for the UN Police Component and ensuring efficiency and effective delivery of police tasks, as mandated. These tasks will include the development of the implementation plans in support to the Central African Republic's police and gendarmerie;
- Developing a close professional relationship with the local police and gendarmerie at national/ministerial and senior command levels and with leaders from the communities, government and other relevant agencies, in order to facilitate the mandate execution;
- Providing police specific advice on the overarching National Security Policy and its relevant frameworks that define the role, command structures and the accountability for Central African Police Service and Gendarmerie;
- In support of and in partnership with national actors, UN agencies, funds and programs and other stakeholders, undertakes full assessment of the needs of the Central African Republic police and gendarmerie and develops proposals for the bilateral/multilateral donor support;

- Providing advice and guidance to national authorities in regard to the decisions they will take on the holistic reform and development of their police system which will include but not limited to police legislative review, instituting efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines and assisting in the rehabilitation of infrastructures and facilities and the human resource development through training and mentoring;
- Providing advisory support and assistance to the Government of CAR in the development of overall strategic plan for the development of the Central African Police and Gendarmerie Services and help to implement those plans through a wide range of consultation in coordination with international and national partners;
- Ensuring a holistic law enforcement reform and development initiatives through close coordination and collaboration with crosscutting rule of law components;
- Developing mechanisms for the collection and institutionalization of best practices and lessons learnt by the Police Component;
- Representing the mission to any mechanism established to coordinate international/bilateral support to the development of CAR Police and Gendarmerie or other law enforcement agencies;
- Provides an overall oversight and guidance in regard to all UN Police operational activities within the framework of Mission mandate;
- Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources, including the formed police units, for mandate implementation;
- Regularly consult and collaborate with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Regularly monitor the performance and readiness of the UNPOL to proactively adapt its posture and effectively mitigate security threats against civilians and UN personnel;
- Performing such other functions as are consistent with the mandate outlined by the Security Council Resolution and as may be required by the SRSG, relating to the management of the UN Police Component.

### **COMPETENCIES:**

**Professionalism:** Displays commitment to human rights and the ability to give the necessary prominence to human rights; 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; has the ability to work in coordinated and coherent manner with all components in the Mission. 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. Highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills. In-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment.

**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

**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.

**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. Given the dangers that Sexual Exploitation and Abuse (SEA) continues to pose to the Mission’s reputation and to civilians in CAR, he should be expected to be both a role model and an active member of the Mission’s efforts to eliminate this scourge.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization’s strategy and the work unit’s goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

### **QUALIFICATIONS:**

**Education:** Advanced University Degree (Masters or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or related area is required.

A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

**Work Experience:** A Minimum of 15 years (17 years in absence of advanced university degree) of progressive and active policing service/experience at the field and national police headquarters level, including 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration and police training and development; practical command level experience of running a department or a region or a state level police units is required. Previous UN or international experience is an advantage.

**Rank:** Rank required for a D-2 is Senior /Chief Superintendent of Police, Police Commissioner, Chief of Police, Deputy Inspector General, equivalent to Brigade General in the military or higher rank.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required. Knowledge of an additional official UN language is an advantage.

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

**Date of Issuance: 25 June 2018**

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

**In accordance with the 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.**