

# 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 Planning Officer, P-4</b>
<b>Organizational Unit</b>	<b>United Nations Assistance Mission in Somalia (UNSOM)</b>
<b>Duty Station</b>	<b>Mogadishu, Somalia</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (with the possibility of extending)</b>
<b>Deadline for applications</b>	<b>29 February 2020 (extended)</b>
<b>Job Opening number</b>	<b>2019-UNSOM-365341-DPO</b>

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

## **RESPONSIBILITIES:**

Under the supervision of the UNSOM Police Commissioner and within the limits of delegated authority, the Police Planning Officer will be responsible for the UN internal planning tasks of the UNSOM Police section, support to planning efforts of ROLSIG and UNSOM and to contribute to the planning process of UN Headquarters. These responsibilities will be undertaken through the established lines of communication, in terms of technical policing issues also to the Police Division through direct reporting with approval of the Police Commissioner. The Police Planning Officer will supervise international police personnel placed under her/his authority.

The Police Planning Officer will be responsible for, but not limited to, the performance of the following duties:

- Undertaking all levels of internal planning of the UNSOM Police section including contingency planning for new and/or emerging crisis situations and for the development of the police section when transitioning the mission.
- Providing advice to the senior leadership team of UNSOM Police on strategic and operational police planning policies, procedures and good practices, including recommendations on the design of specific planning tools and mechanisms, in line with the Integrated Assessment and Planning Policy, Strategic Guidance Framework (SGF) guidance and good practices, to meet the needs of the HQ, UNSOM and other partners.
- Supporting the senior leadership of UNSOM Police, ROLSIG, UNSOM and UNHQ in reviewing mandate, Mission Concept, Concept of Operations, police component-level plans and other strategic reports and guidelines.
- Ensuring timely daily, weekly, monthly, quarterly and biannual reporting. Coordinating thematic reporting between the respective police officers or, in case of police-led, cross-section reporting, between the respective sections within UNSOM.
- Reviewing and analyzing financial implications arising from decisions/statements of the Security Council and the General Assembly, its subsidiary bodies and the Mission, calculating cost estimates and drafting inputs to the Mission's Results-Based Budget (RBB) framework.
- Exercising managerial and supervisory control over all logistics assigned to the UNSOM Police section. Advising the senior leadership team of UNSOM Police on logistics management, structures and staffing levels to ensure that they are adequate to meet the requirements of the section.
- Coordinating closely with relevant sections of UNSOM involved in security sector reform, rule of law (including justice and corrections within the framework of the United Nation Global Focal Point),

disengagement of combatants, disarmament, demobilization and reintegration, maritime security and mine action as well as with relevant UN Agencies, Funds and Programs and other partners to articulate and develop coherent strategic planning frameworks clearly defining the scope of resource requirements, coordination and modalities.

- Reviewing and updating existing police procedures, processes and systems including in-depth analysis of personnel and skill requirements.
- Planning the rotation of personnel and organizing recruitment activities of the UNSOM Police Section in close cooperation with the Police Division.
- Assisting incoming personnel in administrative and training matters, supporting outgoing personnel regarding mandatory check-out procedures.
- Ensuring mandatory training requirements are met by personnel of the UNSOM Police component. Supporting in-service training for UNSOM Police officers when advantageous for the respective function within the section.
- Advising police personnel on UN rules and regulations regarding data security, filing and archiving, organizing the provision of adequate technical solutions to be used. Keeping the archive up to date in accordance with relevant UN regulations.
- Responding to requests for meetings and ensuring appropriate police presence. Planning, coordinating and carrying out police-initiated meetings while ensuring proper servicing of those by evaluating their needs and availability of additional resources required including the allocation of conference facilities and providing log service. Supporting access of external participants.
- Facilitating police support including expert police advice to integrated assessment and/or technical survey missions if required.
- Performing any other duties as assigned by the Police Commissioner in fulfillment of the mandate.

### **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 perspective and ensuring the equal participation of women and men in all areas of work; In-depth knowledge, understanding, management and supervision of police strategic planning and project development and management; Understanding of the Mission Police Component mandate, strong analytical skills combined with good judgment; Highly developed advisory, coaching/mentoring skills, well-developed communication skills; Displays commitment to human rights and the ability to give the necessary prominence to human rights. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. In-depth knowledge of police procedures and issues related to a police organization management; Good knowledge of the conditions prevailing in the country of assignment; Familiarity with United Nations policies and procedures.

**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; Ability to communicate effectively with a wide range of international and national agencies and partners, as well as the people of different national and cultural backgrounds.

**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 clients; Resolves conflict by pursuing mutually agreeable solutions.

### **QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law Enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in the security sector or law enforcement, including planning, administration and management may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or law enforcement training institution is required.

**Work Experience:** Candidate must be in active police service possessing minimum of 7 years (9 years in absence of advanced university degree) of progressively relevant and active experience in law enforcement or security sector; 5 years of experience in strategic planning and management in at least one the following areas is required: police operations, crime management, community engagement, police administration, capacity building and/or development. Practical experience in human and financial resources management, change management (particularly in law enforcement), security sector reform and/or restructuring in a related field is highly desirable. Previous UN or international experience is an advantage.

**Rank:** Superintendent of Police (equivalent to a Lieutenant Colonel in the military) or other service equivalent or higher.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge of Somali or Arabic is an advantage.

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Preference will be given to equally qualified women candidates.

**Date of Issuance:** 18 October 2019

**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.**

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