UNITED NATIONS POLICE DIVISION

2019 ANNUAL REPORT
STANDING POLICE CAPACITY
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United Nations Police Division (PD)
Office of Rule of Law and Security Institutions (OROLSI)
Department of Peace Operations (DPO)
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As an integral part of the United Nations Police Division, the Standing Police Capacity (SPC) is pleased to present the SPC Annual Report for 2019, a year that corresponds to the second and last year of Maj. Gen. Christoph Buik’s tenure as Chief SPC. Under the guidance of Police Adviser Luis Carrilho and building on our achievements in 2018, the Team committed more than ever to positioning SPC as a tool to provide support to the field, as well as to responding effectively to the reorganization of the peace and security pillar as a system-wide service provider.

The pages that follow not only lay out figures that testify a quantitative increase of services provided, but also demonstrate a quality shift to respond to the Secretary-General’s direction to ensure more joined up, whole-of-pillar and cross-pillar engagement for prevention, crisis response, and sustaining peace.

The trend in 2019 was amply facilitated by the creation of a donor-funded project and would not have been possible without the continuous support of all Police Division Units and the Police Adviser.
A YEAR OF COMMITMENTS

The workload of SPC continued to steadily increase in 2019, with the same total workforce. The year began with the continuation of start-up capability for the United Nations Mission to support the Hudaydah Agreement (UNMHA), initially through the support to the work of the Redeployment Coordination Committee (RCC).

No less than fourteen peace operations received SPC support in a timely, effective, and efficient manner (pp. 7-12). SPC further deployed additional 8 UN officers in non-mission settings, including through the Global Focal Point for Rule of Law arrangement (pp. 13-18).

2019 was particularly crucial for the establishment and development of the UN Police Training Architecture.

The SPC, with its objective to operationalize the Strategic Guidance Framework (SGF) across the UN system, organized and held in June the UN Police Training Architecture Workshop at the UNGSC, Brindisi. SPC consecutively facilitated the formation and meeting of six thematic curriculum development groups (CDGs), supporting and organizing the travels of its members whenever needed (pp. 19-24).

Throughout the year, SPC also dedicated 3 of its experienced officers to assisting DPO’s Policy Evaluation and Training Division (DPET) with training in, and the roll-out of, the Comprehensive Performance Assessment System or CPAS in six missions (p. 12).

The present report of activities is a proof that commitment allows a Team to work wonders.
As an integral part of PD, SPC has an authorized strength of 36 personnel within the UNGSC budget, and includes specialists in a range of police areas, broader administrative and development areas, as well as legal affairs, and is headed by a Chief (D1) who serves as one of two principal officers who report to the UN Police Adviser. The staff members who served in 2019 come from 24 different countries, and a third of them are women.

**MULTIPLE AREAS OF EXPERTISE**

- Public Order
- Transnational Organized Crime
- Protection of Civilians
- Budget & Finance
- Command
- Legal Advice
- Police Analysis
- Project Management
- Information Technology
- Immigration & Border Management
- Police Reform
- Election Security
- Community Policing
- Logistics
- Gender
- Training
- Investigations
- Policy & Planning
- Counter-terrorism
- Human Resources Management
In February 2019, SPC and Justice and Corrections Standing Capacity (JCSC), acting through the UN Global Service Centre (UNGSC) and the Federal Ministry for Foreign Affairs, Federal Republic of Germany, concluded an agreement by which Germany is providing SPC and JCSC with Eur. 2 million over a 2-year period.* These funds have assisted not only in alleviating the budgetary shortfall among field missions which has impeded the SPC's ongoing provision of necessary technical support to the field, but have also enabled SPC to undertake ancillary activities, such as training and development, necessary to maintaining its capacity and the effectiveness of its staff to provide expert support.

*Title of the Agreement:
"Targeted United Nations (UN) support through the Standing Police Capacity (SPC) of the UN Police Division (PD) and Justice and Corrections Standing Capacity (JCSC) of the UN Justice and Corrections Service (JCS) in the area of rule of law to address critical needs for conflict prevention, peace operations and sustaining peace".
SPC carried out 24 deployments, supporting a total 11 missions and non-mission entities.

SPC carried out 38 deployments partly financed by the German donor-funded project, supporting a total 23 missions and non-mission entities.

75% increase for the year 2019
SPC DEPLOYMENTS
TO PEACE OPERATIONS
Twenty SPC advisers supported 14 UN field missions with strategic, operational and technical advice, expertise and assistance. These included Peacekeeping Missions (MINUJUSTH, Haiti; MINUSCA, Central African Republic; MINUSMA, Mali; UNAMID, Darfur; MONUSCO, DR Congo; UNFICYP, Cyprus) and Special Political Missions (UNAMA, Afghanistan; UNSOM, Somalia and UNOWAS in Senegal and Gambia).

In 2019, 8 SPC advisers were rapidly dispatched to Hodeidah, Yemen to join the United Nations Mission to support the Hodeidah Agreement (UNMHA).

Three SPC advisers supported DPET conducting CPAS in 6 UN Missions (UNFICYP, Cyprus; MONUSCO, DR Congo; UNMIK, Kosovo; UNMISS, South Sudan; UNIFIL, Lebanon; and MINURSO, Western Sahara).
UNAMID - TRANSITION

SPC provided support to UNAMID Police Component including the development of a Transition Implementation Plan (TIP), taking into consideration the need to strengthen national ownership and capacity development through directed and time-limited co-location of UNPOL officers with SPF to ensure transfer of policing knowledge and skills. SPC Adviser supported UNAMID Police IT to update the Police Transition Monitoring System (PTMS), to monitor the progress of the TIP through the key performance indicators on a monthly basis, and to review best practices and lessons learned reports.

MINUSMA - PLANNING

SPC Strategic Planning Advisers and Project Management Advisor supported MINUSMA UNPOL in the preparation and submission of budget requirements, the drafting of documents for decision-making, oversight or knowledge management in budgeting. SPC also prepared other drafts such as an MOU between the Mission and the Ministry of Interior on UNPOL capacity building, an SOP between UN Military, UNDSS and UNPOL components on coordinated operations, and job descriptions for new professional posts within UNPOL. SPC SPA also participated in workshops for the MINUSMA CPAS and RBB processes. SPC PMA developed and facilitated trainings on strategic planning, SSR and project management for UNPOL IPOs.

UNFICYP - LEADERSHIP

SPC provided support to UNFICYP by deploying a Police Reform Adviser to serve as Acting Senior Police Adviser from 1 April through 31 December 2019, so as to ensure continuity in leadership of the Police Component pending selection and onboarding of a new SPA. The main tasks of this support are: provide the leadership and overall management of the UNFICYP police component within the limits of delegated authority, and undertake the required duties and responsibilities, as per the strategic intent outlined in the UNFICYP Mission Concept toward the fulfilment of the Mission’s mandate.
MINUJUSTH - LEGACY, LESSONS LEARNED, STRATEGIC PLANNING

SPC provided support to MINUJUSTH Police Component in the production of a legacy report that will include lessons learned and good practices which could benefit police components in other peace operations, current or future, as well as the legacy of the UN Police in Haiti, viewed through the period of the MINUJUSTH mandate. Additionally, SPC provided support to the Mission and to Haitian National Police (HNP) on the 2nd annual report for implementation of the HNP Strategic Development Plan 2017-2021.

MINUSCA - CAPACITY BUILDING

In furtherance of CAR’s 5-Year Plan for the Reform of CAR’s Security Forces, SPC Legal provided technical support to the Police Component and worked with CAR security counterparts to draft a series of four laws (two organic laws and two presidential decrees) setting the foundational framework for the Police and Gendarmerie institutions in the CAR and the accompanying Explanatory Memorandum intended for the consideration of parliamentary members; and advised UNPOL on the legislative process and how to proceed with advocating for the consideration and adoption of the draft texts by CAR’s parliament. In addition, SPC Planning supported the reactivation of the coordination mechanism, advised on the operationalization of the Joint Project Management Unit in line with the intent of the "Ministerial decree", coordinated the implementation of the CAR model for community policing policy, provided project management technical support to ISF and UNPOL and technical advice on elections security planning.

MONUSCO - LEADERSHIP, CRIME, GENDER

SPC Expert deployed to serve as acting Deputy PC, to support the Police Commissioner in managing and directing the UNPOL Police Component, and acted as HOPC in the absence on the Police Commissioner, providing support to UNPOL on the general management of human, material and financial resources, welfare and general personnel administration policy issues relating to the Mission HQ and field offices.

SPC Transnational Crime Officer and Gender Affairs Officer provided support on strengthening the capabilities, and to formalize modalities and assistance to enhance national policing capabilities focusing on gender sensitive policing and serious organized crime capacity. An instrumental role was played in advocating for the Government endorsement of the PNC Triennial Action Plan on fight against Sexual Violence. They provided technical assistance to MONUSCO substantive Sections and other UN entities on internal mechanisms to better support the PNC in efficiently implementing the Action Plan.
UNOWAS - ASSESSMENT

SPC was part of the technical assessment mission in Gambia to provide recommendations on donor coordination and Security Sector Reforms in the country. SPC carried out assessment of the Police, and immigration departments and articulated recommendations on the SSR process to the Government, taking stock of support provided by the UN in the last two years, and defined the nature and priorities for UN future assistance, considering UN comparative advantages and assistance provided by other international partners.

UNSMOM - PLANNING

SPC provided continued support through multiple deployments to the UNSOM Police Component to fulfill the strategic planning and reporting function as a backstopping measure pending ongoing recruitment concerning the planning post.

UNMHA - START-UP AND MISSION SUPPORT

The Security Council authorized the start-up of the UN Mission to Support the Hodeidah Agreement, UNMHA, in Yemen to fully support the Stockholm Agreement, endorsed by UNSCR 2451 (2018), in particular with regards to substantive monitoring operations for the ceasefire and mutual redeployment of forces from the city of Hodeidah and the ports of Hodeidah, Saleef and Ras Isa. SPC experts initially deployed as part of the Police Advance Team in late 2018, and continued support thereafter in 2019, filling senior-level police posts.
UNAMA - ASSESSMENT

SPC Expert provided support to UNAMA by conducting a joint SPC/JCSC Capacity-Building Needs Assessment of the recently established International Crimes Directorate of the Afghanistan Attorney General's Office, including making recommendations for improving police prosecution cooperation in investigating and prosecuting such crimes.

COMPREHENSIVE PERFORMANCE ASSESSMENT SYSTEM (CPAS)

CPAS is a key component of the integrated performance policy framework called for by Member States through the C-34 and welcomed by the Security Council in its resolution 2436 (2018). The CPAS allows peacekeeping operations to assess not only their performance, but also their impact. SPC staff received advanced training on CPAS methodology and its application in peacekeeping operations and three SPC experts were provided to assist the Policy, Evaluation and Training Division (DPET) of the Department of Peace Operations (DPO) with training in and the roll-out of CPAS. Along with the full CPAS roll-out team, the three SPC staff helped facilitate CPAS workshops, developing trainings, and deployed to support CPAS implementation in six DPO-led missions: MINURSO, MONUSCO, UNFICYP, UNIFIL, UNMIK and UNMISS. The collective efforts of the CPAS team were recognized not only by missions but also in their being nominated for the 2019 Secretary-General’s Award in the category for innovation.
SPC DEPLOYMENTS TO NON-MISSION SETTINGS
Ten SPC advisers worked with UNDP in 8 countries: Malawi, Liberia, Somalia, Jordan, Yemen, South Korea, Zambia and Tunisia, supporting the capacity development of the host countries’ police and other security service institutions. Two SPC advisers provided technical assistance to UN WOMEN in Liberia to assess gender mainstreaming in the police. Two more SPC advisers contributed to assessment and delivered sessions for CTED, OHCHR and UNODC.
UNDP MALAWI - ELECTIONS SECURITY

SPC provided support to UNDP Malawi and the Malawi Police Service (MPS) to conduct an assessment on MPS preparedness to manage security for the electoral period of 2019 for free, fair and transparent elections. Based on the assessment SPC developed a 6 ½ month program that provided a capacity building program for 2,782 police on electoral security management, including a community police outreach program, public order management, MPS Communications Strategy with Key Messages, and other electoral related issues with respect to human rights. SPC also continued support to UNDP Malawi at the end of 2019 to conduct a post-election assessment and identify critical interventions to be implemented in preparation of the Constitutional Court decision on the appeals filed for the Presidential electoral results and the increasingly violent demonstrations.

UNDP SOMALIA

SPC, with support from UNDP, UNSOM and AMISOM Police, conducted leadership training needs assessment (TNA) to identify the key senior leadership capacity gaps within Somali Police leadership. SPC further drafted Somali Police leadership training strategy and designed curriculum outline for crash training programme for senior police officers in operational and tactical command positions to bridge leadership capacity skill gaps. SPC undertook consultations with Somali National Independent Electoral Commission (NIEC), MoIS, Somali Federal Police, UNSOM and AMISOM Police, and UNSOM/UNDP Integrated Election Support Group (IESG) to ascertain type of electoral processes, policing capacity gaps and planned support initiatives from national and international stakeholders. SPC further organized and facilitated in a stakeholder workshop on general election security and presented a general overview of election process pointing out the election security framework of police. SPC also prepared and presented exploratory exercise report with recommendations, and collaborated with UNSOM Police to draft election support workplan which identified UNSOM Police technical guidance to Somali police.
UNDP SOUTH KOREA - CAPACITY BUILDING

Two SPC advisers supported the UNDP Seoul Policy Centre in holding an international seminar and expert meeting on police capacity development and victim support mechanisms addressing gender-based violence (GBV), which included a public outreach seminar. Focused on effective institutional structures and training strategies, the SPC advisers actively participated as speakers and facilitated sessions, leading round-tables and moderating various panel discussions.

UNDP TUNISIA - TOT ON PVE/CVE

A three-member SPC team provided technical expertise to UNDP with the "Project to support prevention, preparedness and crisis response in Tunisia", providing supports to improve the service delivery of the police, who upon completion of the training were expected to refine their existing curricula and undertake rollover courses in their respective academies. SPC advisers developed a 2-week training of trainers (ToT) course: the first week being dedicated to the PVE/CVE overview, and the second to training methodology and visualization.

UNDP ZAMBIA - ROUNDTABLE DISCUSSION ON FPU

UNDP Zambia and the Office of the Canadian High Commission in Zambia engaged key stakeholders including the Zambian Government and the Zambia Police Service on the possibility of establishing a Formed Police Unit in Zambia. The round table discussion which was moderated by 2 SPC advisers brought together senior Zambian government officials, senior officers from Zambia Police Service, experts on UN Policing, selected regional representatives with an established Formed Police Unit, civil society, and the Office of the Canadian High Commission in Zambia and UNDP.
UN WOMEN LIBERIA - GENDER

SPC support to UN WOMEN Liberia focused on mainstreaming a gender perspective into community policing policy and practices and improving personnel capacities and sectional coordination with respect to community-oriented policing and gender within the Liberian National Police (LNP).

SPC also developed a manual on gender-sensitive community policing for LNP as a critical guidance tool for LNP to integrate, and practice, gender-sensitive and responsive community policing approaches into community-oriented work processes. Actions included building a team of trainers and conducting training on Gender and Gender-Sensitive Community-Oriented Policing.

COUNTER-TERRORISM COMMITTEE EXECUTIVE DIRECTORATE (CTED) - POLICE ACT ASSESSMENT

SPC provided support to the Counter-Terrorism Committee Executive Directorate (CTED) follow-up assessment in Ghana and Mozambique to identify progress, strengths and gaps in the implementation of the obligations set forth in the last CTED assessment of 2009 in Ghana, of the relevant Security Council Resolutions and of the recommendations following the 2012 visit to Mozambique. A week long session of meetings with national authorities was held during the assessment with a final report being issued including further recommendations for prevention, suppression, and combating terrorism including support for any technical needs.

UNODC - CAPACITY BUILDING IN WEST AFRICA

SPC Investigations Adviser designed and delivered two instructor development courses to law enforcement and forensics officials interested in developing their skills as trainers and curriculum developers, in Senegal.
SPC AND GENDER PARITY

From its inception in 2007, SPC has been promoting gender parity and mainstreaming. SPC has been a staunch supporter of the International Association of Women Police (IAWP) and of Folke Bernadotte Academy (FBA) in its work on women, peace and security. SPC staff take pride in mainstreaming gender in their various areas of police specialization and, since 2011, have a dedicated Police Gender Officer among their ranks. 2019 has seen a number of gender projects coming to fruition, all inspired and crowned by the nomination in November of Police Advise Luis Carrilho as UN Women newest HeForShe Advocate supporting the movement for gender equality.

"More women in police peacekeeping is simply more effective peacekeeping. On behalf of the 11,000 police personnel who serve under the United Nations flag, I am proud to be a HeForShe Advocate (...) With this great honor comes tremendous responsibility to strengthen our commitment to enhance the UN’s credibility in the countries where we serve and to make an even greater positive impact on the lives of the people, now and for the future."

Police Adviser Luis Carrilho
TRAINING DEVELOPMENT AND DELIVERY
Developing the UN Police Training Architecture

The newly envisaged UN Police Architecture is ambitious and comprises several sub-projects:
- Project One: Developing a mandatory online course that introduces the SGF, its core principles and guiding documents, and ensures that new police-specific training for UN police is fully SGF-compliant;
- Project Two: Creating a dedicated on-line platform to ensure that all candidates for UNPOL have access to the mandatory e-learning courses, including the newly designed SGF courses;
- Project Three: Updating the existing Specialized Pre-deployment Training Materials from 2009 based on relevant UN guidance and particularly the SGF and its functional guidelines on police command, police administration, police operations and police capacity-building and development;
- Project Four: Developing job-specific training materials targeting individual police officers which fall into nine broad categories of personnel.

As a first step, in June 2019 SPC hosted a 4-day workshop in Brindisi with ITS bringing together subject-matter experts to develop the core outlines of training materials in six thematic areas: community-oriented policing; intelligence led policing; police monitoring, mentoring and advising; capacity building and development; public order/protection of civilian/use of force and crime intelligence.
MOMENTS OF

UN Police Training Architecture Workshop

JUNE 2019, BRINDISI
Community Oriented Policing
First meeting was hosted by Norway in Oslo in November.

Intelligence-led Policing
First meeting was hosted by China in Beijing in December.

Police Monitoring, Mentoring and Advising
First meeting was hosted by Sweden in Stockholm in November.

Police Capacity Building and Development
First meeting was hosted by UNRSCE in Entebbe in September.

Public Order Management/POC/Use of Force
First meeting was hosted by the African Union in Addis Ababa in December.

Crime Intelligence
First meeting was hosted by Ireland in Dublin in November.
UN FORMED POLICE UNIT (FPU)
- Lectures at the Round Table Meeting on the Establishment of a Formed Police Unit with UNDP Zambia, Lusaka. 2 SPC Experts - 3 days - 30 participants.
- Public order courses for commanders and platoon leaders, with UNDP Malawi, Lilongwe. 1 SPC Expert - 11 days - 115 participants.

TRAINING OF TRAINERS (TOT)
- ToT in Electoral Security with UNDP Malawi, Lilongwe. 2 SPC Experts - 10 days - 32 participants.
- ToT on Community Safety and Security with UNDP Tunisia, Tunis. 3 SPC Experts - 14 days - 45 participants.

UN FORMED POLICE UNIT (FPU)
- 5th Annual FPU Coordinators’ Workshop at CoESPU, Vicenza, Italy. 1 SPC Expert - 5 days - 21 participants.

GENDER
- Lecture on SGBV at CoESPU, Vicenza, Italy. 1 SPC Expert - 1 day - 15 participants.

TRAINING OF TRAINERS (TOT)
- ToT for Gender Focal Points with OSCE, Vienna, Austria. 1 SPC Expert - 4 days - 32 participants.
- Gender Workshop with OSCE, Skopje, North Macedonia. 1 SPC Expert - 2 days - 25 participants.

UN POLICE COMMANDERS’ COURSE
- Police Commanders’ Course by ITS, 21 October to 1 November, Berlin, Germany. 5 SPC Experts - 3 days - 25 participants.
SPC was actively involved in the Course. Chief SPC was involved as mentor, while three Specialists contributed as facilitators. The 15 participants were selected from the Senior Leadership Roster and the Female Senior Police Cadre. Among them, 5 were selected from UN police operations.

SENIOR POLICE DEVELOPMENT
- Senior Police Training Course (CPPTS) to Chinese Senior Police Officers, Police Training Center in Langfang, China. 2 SPC Experts - 4 days - 25 participants.

GENDER
- Gender Protection Course with OHCHR, Nouakchott, Mauritania. 1 SPC Expert - 3 days - 25 participants.

HUMAN RIGHTS
- Human Rights Course with OHCHR, UNGSC Brindisi, Italy. 1 SPC Expert - 5 days - 25 participants.
PARTICIPANTS
108 DAYS OF TRAININGS
377 PARTICIPANTS
25 SPC EXPERTS
15 SPECIFIC COURSES
6 HUMAN RIGHTS COURSES
WORKSHOPS, CONFERENCES AND PARTNERSHIP EVENTS
Together with all its partners, SPC is fully committed and ready to engage in the 10 years that are left to achieve the global goals. Its mandate and work are fundamentally geared towards advancing Goal 16 of the 2030 agenda for Sustainable Development, which aims at promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels.

Many of the project activities SPC carried out in 2019 also hinge on other Goals.

For example in MINUSCA, the SPC coordinated the development of the Internal Security Forces (ISF) Reform on Gender and prepared a road map for development of the ISF gender mainstreaming ministerial plan (Goal 5 for Gender Equality), and advocated the implementation of the community Policing Model in CAR (Goal 10 on Reduced Inequality). In MONUSCO, the SPC fostered coordination mechanisms among UN entities and partners at national and international level through the Triennial Action Plan (Goal 17 on Partnership to achieve the Goal).
SPC SKILLS DEVELOPMENT
SPC STAFF
CAPACITY BUILDING

9 days of training
for each SPC staff member in 2019, on average.
<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Experience</th>
<th>Skills and Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief SPC</td>
<td>Christoph Buik</td>
<td>45 yrs exp</td>
<td>Peacebuilding in areas of Governance and Rule of Law, Security Sector Reform, Police Capacity Development, Project Management, political, strategical and tactical expertise on Police Reform, Intelligence Management on Organized Crime; War crime investigations.</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Jaime Cuenca</td>
<td>24 yrs exp</td>
<td>Project management; Police Capacity Development; Threat investigations; Mentoring; Immigration; Borders; Training.</td>
</tr>
<tr>
<td>Police Reform Adviser/Acting Team Leader</td>
<td>Gissel Sossa</td>
<td>22 yrs exp</td>
<td>Project Management; Police Capacity Development; Public Safety and Security; Investigation of domestic crimes; Police Planning; Training.</td>
</tr>
<tr>
<td>Training Adviser/Acting Team Leader</td>
<td>Amod Gurung</td>
<td>46 yrs exp</td>
<td>Peacebuilding in areas of Governance and rule of law, Security Sector Reform, Police Capacity development; Project Management; Protection of Civilian Strategic and Tactical Expertise.</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Jean Claude Nkurunziza</td>
<td>18 yrs exp</td>
<td>Gender and conflicts including SGBV Investigations; Gender and Transitional Justice; Gender and Security Sector Reform; Protection of Civilians including Child Protection; Democratic Policing; Training, Mentoring and Advising.</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Frederick Hammond</td>
<td>16 yrs exp</td>
<td>Investigations of Organized Crimes; Capacity Building and Training Program on Gender Responsive Policing; Human Rights; Investigations; Strategic Planning &amp; Policy Development; Project Management.</td>
</tr>
<tr>
<td>Police Reform Adviser</td>
<td>Dongxu Su</td>
<td>25 yrs exp</td>
<td>Police Reform; Capacity Building and Development; Security Sector Reform; Immigration; Strategic Planning; Project Management; Cross-border Organized Crimes; Human Resource Management; Training.</td>
</tr>
<tr>
<td>HR Management Adviser/Acting Team Leader</td>
<td>Ahmed Hosni Abdelrahim</td>
<td>30 yrs exp</td>
<td>Strategic Planning &amp; Assessment; Programme &amp; Project Management; Security Sector Reform; Human Resources Management &amp; Development; Public Order Management; Training; Electoral Security.</td>
</tr>
<tr>
<td>Special Assistant</td>
<td>Catherine Rompato</td>
<td>26 yrs exp</td>
<td>International Relations; Organizational Development; Impact Evaluation, Strategic Management and Planning; Reform and Change Management; Research and Analysis; Data Collection; Project Management.</td>
</tr>
<tr>
<td>Police Reform Adviser</td>
<td>DeeDee Rodriguez</td>
<td>22 yrs exp</td>
<td>National Strategy and Policy Review and Reform; Training needs assessments; Police Reform; Capacity Building; Interview/Interrogation; Child Forensic Interview; Death Investigations; Sex Crimes and Child Pornography Investigations; Tactical Medical; Trafficking in Persons; Drug Trafficking and other forms of serious and organized crime; Counter-terrorism Assessment; Border and Maritime Security Assessment; Project Management; Knowledge Management; Electoral security.</td>
</tr>
<tr>
<td>Information Systems Officer</td>
<td>Alessio Alfonsetti</td>
<td>7 yrs exp</td>
<td>Software Design; Software Development; Team Leading; Capacity Building; Administration and Training.</td>
</tr>
<tr>
<td>Transnational Crime/Police Reform Officer</td>
<td>Basundhara Khadka</td>
<td>16 yrs exp</td>
<td>Investigations of Organized Crimes; Capacity Building and Training Program on Gender Responsive Policing; Human Rights; Investigations; Strategic Planning &amp; Policy Development; Project Management.</td>
</tr>
<tr>
<td>Public Order Adviser</td>
<td>Jean Michel Turquis</td>
<td>23 yrs exp</td>
<td>Public Order; Community Policing; Command &amp; Control; Leadership; Training and Police Advice.</td>
</tr>
<tr>
<td>Legal Affairs Adviser</td>
<td>Jeffrey Buenger</td>
<td>25 yrs exp</td>
<td>Protection of civilians; international humanitarian and human rights law; enforced disappearances; rule of law; legal policy research, analysis and drafting; CPAS.</td>
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