

# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2019-SPC-75918-DPO

**DEADLINE FOR APPLICATIONS**

1 December 2020

**POST TITLE AND LEVEL**

Community Policing Adviser, P-4

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 94,268

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

**CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.**

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

**RESPONSIBILITIES:** The Community Policing Adviser will report to a Team Leader of the Standing Police Capacity (SPC), a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will be responsible for developing and implementing a wide variety of community oriented policing principles and programmes as required within the terms of reference of respective SPC assignments. When at headquarters in Brindisi s/he will study and isolate best practices in community oriented policing at the national and international levels with a view to formulating precise activities that the SPC can support once deployed on the ground, noting the primary rationale of UN Police which is to build institutional police capacity in countries and environments affected by conflicts and post-conflict environments. This work will include developing and regularly updating a Community oriented Policing Conceptual and Operational Framework in collaboration with the Police Division of the Department of Peace Operations and UN Police operations in the field. S/he will identify potential new and existing field operations wherein either community oriented policing pilots and other programmes can be implemented by the UN in co-operation with relevant international and national partners, including donors, or where existing community oriented policing programmes can be enhanced and/or expanded with the special assistance and know-how of the SPC. When deployed in the field missions, the Community Policing Adviser will work closely with UN Police and other police-support and rule of law actors in the mission area to advise and support local law enforcement with community oriented policing activities. This work will involve making recommendations on how local law enforcement should be organized, structured, trained and resourced to support community oriented policing at all levels, with a particular focus towards improving law enforcement relations and consultation with and understanding of the position of women, children and other vulnerable groups in environments affected by conflicts around which violence and crime often centres including former combatants, refugees and internally displaced persons.

**COMPETENCIES:**

**Professionalism:** Demonstrated mastery of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and institutional capacity-building; experience in community oriented policing concepts and methods. Shows pride in work and in 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 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. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input 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.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in law, social sciences, criminal justice or related field. A combination of a Bachelor's degree and extensive experience in police operational matters including community oriented policing may be accepted in lieu of the advanced degree. Graduation from a certified police academy or other law enforcement training facility is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police service at the strategic, operational and administrative levels with the rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. At least three years of specific experience in community-oriented policing, both policy-making and implementation is required. Peacekeeping or other international experience in the UN or other international organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

**Date of Issuance: 16 September 2020**

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