

# United Nations

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

<b>Post title and level</b>	<b>Deputy Police Commissioner, D1/P5</b>
<b>Organizational Unit</b>	<b>United Nations Peacekeeping Operation or Special Political Mission</b>
<b>Duty Station</b>	<b>Senior Police Leadership Roster</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>Up to 12 Month (extendable)</b>
<b>Deadline for applications</b>	<b>30 July 2021</b>

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

## **RESPONSIBILITIES:**

Within delegated authority, the Deputy Police Commissioner will be assisting Police Commissioner on strategic, operational and administrative issues related to the Mission mandate implementation by United Nations Police component and management of UN Police personnel. Following the guidance of Police Commissioner, s/he will be providing support to the host-State in attaining responsive, representative, and accountable national police services that undertake gender- and environmentally responsive, evidence-based policing to protect and empower their communities in line with international human rights and humanitarian norms. The incumbent will be responsible for, but not limited to, the performance of the following duties (*These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.*):

- Advise the United Nations Police Commissioner and other United Nations mission leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Assist the United Nations Police Commissioner in her/his strategic advisory support and assistance to the national host-state police leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building;
- Under the guidance of the Police Commissioner, provide advisory support to the host-state police leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- Assist the United Nations Police Commissioner in managing, controlling and directing the United Nations Police component, as well as assigning specific duties to the United Nations Police Officers deployed to the mission;
- Provide support to the United Nations Police Commissioner on the general management of human, material and financial resources, welfare and general personnel administration, knowledge management and organizational learning, policy issues and procedures relating to the headquarters and field offices of the United Nations Police component;
- Provide an oversight and coordination of all United Nations Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (where applicable).

- Ensures timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Provide a direct oversight of all subordinate units within the infrastructure of United Nations Police component as may be assigned by the Police Commissioner.
- Contribute to the development and monitoring the implementation of Mission Plan, the United Nations Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the United Nations Police are directed towards the achievement of the overall goal of the mission;
- Assist the Police Commissioner in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the United Nations Country Team (UNCT), international community, donor community and civil society to build consensus and strengthen efforts on the reform and development of the host-state police and other law enforcement and security agencies as required by the mission mandate;
- Ensure close liaison with the United Nations Military component, Mission Department of Safety and Security (DSS) officials and relevant host state national agencies in regard to the safety and security of all United Nations Police deployed to the mission area; oversee the development of evacuation plans for the United Nations Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the United Nations Police personnel and observe/monitor the overall progress, welfare and concerns of the United Nations Police personnel on the ground;
- May act as the interim United Nations Police Commissioner in the absence of the United Nations Police Commissioner.
- Perform any other duties as assigned by the Police Commissioner in fulfillment of the mission 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 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.

**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.

**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 (Master's or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

**Work Experience:** A candidate must be in active police service possessing minimum of 15 years (10 years for P-5 level) of progressive and active policing service/experience at the field and/or national police headquarters level; 10 years (7 years for P-5 level) of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management and police administration. Practical direct experience in commanding a regional or a state level police infrastructure, or heading a department at national police HQ level - required. Experience in police human and financial resources management, police training and development, change management, reform and restructuring – highly desirable. Previous UN or international experience is an advantage.

**Rank\*:**

- Rank required for a D-1, is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other equivalent to Brigade-General in the military or higher rank.
- Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank

**Languages:** Depending on the peace operation of deployment, fluency in English (in English speaking missions), French and English (in French speaking missions), both written and oral, is required. Some missions may require fluency in additional language. Knowledge of another UN official language is an advantage.

Since the fluency in English (written and oral), is required both for English speaking and French speaking missions, assessment for the Senior Police Leadership Roster will be carried out in English. Knowledge of another UN official language is an advantage.

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

**Date of Issuance: 12 May 2021**

**\*Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

**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.**