


United Nations
Job Description
April 2025

Title:	Police Investigation Adviser
Status:	Expert on Mission (government-provided personnel)
Organizational Unit:	United Nations Stabilization Mission in DR Congo (MONUSCO)
Duty Station:	Within the Mission area according to operational requirements
Report to:	Chief, Justice Support Section
Duration:	12 months (extendable)
Estimated Start Date:	As soon as possible
Deadline of Application:	09 May 2025

Background:

Security Council resolution 1925 (2010) paragraph 12 (d) mandated MONUSCO to support national and international efforts to bring perpetrators to justice, including by establishing Prosecution Support Cells to assist military justice authorities in prosecuting persons arrested by the Forces Armées de la République Démocratique du Congo (FARDC). The Prosecution Support Cells (PSCs), comprised of Military Prosecutions Advisors, Civilian Justice/Prosecution Advisors, Criminal Police Investigation Advisors and Military Investigation Advisors, provide expert advice, logistical support, on-the-job training and mentoring to national authorities in the conduct of investigations and prosecution of war crimes, genocide and crimes against humanity, with a special emphasis on sexual violence and other violent crimes. Other categories of experts can join the PSCs as needed.

The PSCs are implemented under the Memorandum of Understanding between MONUSCO and the Government of the Democratic Republic of Congo on the operational framework between the military justice authorities and the PSCs, dated 19 December 2011. The PSCs aim to strengthen the capacity of the FARDC to investigate and prosecute the most serious crimes, including sexual violence.

Functions & Responsibilities:

Under the overall authority of the Chief of the Justice Support Section, and the direct supervision of the PSCs Coordinator, Police Investigation Adviser will assist Congolese military *Inspecteurs de Police Judiciaire* (IPJs) and military *Officiers de Police Judiciaire* (OPJs), as well as other relevant Congolese authorities as may be required, in the conduct of investigations into the digital and telephone activities and data of victims or suspects relating to serious crimes, including war crimes and crimes against humanity, with a special emphasis on homicide and sex crimes.

They will:

1. Provide technical advice and share expertise with IPJs and OPJs on the methods and techniques employed during all phases of the investigative process, including case preparation, interviewing

victims, witnesses and suspects, supporting victims and witnesses, collecting and protecting evidence, preparing evidence for trial and presenting the case in court.

2. Contribute to the development and application of standard operating procedures, investigative guidelines and checklists, case forms and other documents for the prosecutors of the IPJs and OPJs.
3. Assist IPJs and OPJs in recording, documenting and filing all cases handled with the support of the prosecution support units.
4. Participate in donor outreach initiatives to mobilize additional support and funding for prosecution support units.
5. Participate in the analysis of data produced by the prosecution support units, as well as in the evaluation of results obtained as required by Congolese officials.
6. Contribute to the development of a communication strategy aimed at informing the local population about the work of the Congolese justice system, including the role of the prosecution support units.
7. Perform other duties as assigned by the Head of the Justice Support Section.

Competencies

- **Professionalism** - Demonstrated ability to investigate on digital and telephone activities and data, knowledge of data extraction techniques, concepts and approaches relevant to criminal investigations. Experience in collecting, analyzing, protecting and preparing evidence related to the activities and data of cellular phones and mobile devices. Demonstrated ability to manipulate, analyze and exploit data extracted from portable devices linked to social networks. Have mastery of interview and questioning techniques and practical experience of interviewing.
- **Planning and Organizing** - Clearly defines goals that are consistent with agreed strategies. Identifies priority activities and tasks. Ability to work efficiently under pressure on difficult assignments within tight deadlines and possibly in hardship conditions in the field. Modifies priorities as needed; Allows sufficient time and resources for completion of tasks; Takes into account risks and develops contingencies during planning; Controls and adjusts plans and actions as needed.
- **Teamwork** - Works collaboratively with colleagues to achieve organizational goals. Solicits the contribution of others by valuing their ideas and expertise. Is willing to learn from others. Supports and acts in accordance with the final decision of the group, even when that decision does not reflect its own position; Shares the successes of the team and assumes joint responsibility for the failures. Good interpersonal skills and ability to establish trust and build professional relationships with national counterparts and colleagues from varied cultures and professional backgrounds.
- **Communication** - Excellent communication (spoken, written and presentational) skills and ability to explain, demonstrate, train and teach theories, concepts, approaches and techniques relevant to investigation on use of firearms. Adapts language, tone, style and presentation to the audience; Demonstrates openness in information sharing and keeps people informed.
- **Judgment/Decision-making** - Sound judgment in dealing with sensitive and confidential matters.

Qualifications :

Education

University degree at Master's level (or equivalent) in law, criminology, or social sciences related to investigations or any other relevant field. Alternatively, a university degree at Bachelor's level with appropriate academic qualifications and proven experience in law enforcement, including as a serious crime investigator, may be accepted in lieu of the Master's degree. A diploma from a recognised Police Academy or other law enforcement training institution is also required.

Work Experience

At least five years of professional experience as an investigator with a national police agency, institution or similar national or international organization, including significant experience investigating serious violent crimes, such as homicide and sexual violence. Experience in investigating war crimes and crimes against humanity. Experience working in a multicultural environment outside the candidate's home country as well as experience in training and mentoring is an asset.

Rank

Hold the rank of Captain, Police Commissioner or higher.

Language

Fluency in spoken and written French is required, and a working knowledge of English is desirable.

Other skills

Ability to meet other minimum requirements for United Nations peacekeeping operations, including obtaining a valid United Nations driver's licence after deployment. Ability to draft reports and set up presentations clearly formulating United Nations positions on international standards. Good knowledge of the computer tools, including Word, Excel, Outlook, PowerPoint, is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 08 April 2025

In accordance with the new 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 offenses 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.

<https://police.un.org/en/vacancies>

Special Notice: *Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.*

Nominations of currently serving active duty Non-contracted seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.

