



United Nations

Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	UN Police Anti-Gang Adviser (P4), Seconded (contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget approval)
Deadline for application	23 April 2023
Job Opening number	2022-BINUH-00014-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner and the Senior Police Adviser, the incumbent will be the counterpart of the Central Director of Administrative Police of the Haitian National Police (HNP) and will lead the operations' advisory team of BINUH Police and Corrections Unit. The incumbent will support the HNP on anti-gangs' and anti-crime initiatives and strategies, with a particular focus on research, operational planning, law enforcement, investigations, intelligence and training. S/he will also coordinate with donors and international partners in developing the HNP's capacity to increase its operational capacities to curb crime and gang-related violence. The incumbent will also perform the following duties:

- Take the lead and assist the National Counterparts in undertaking a comprehensive assessment of the security challenges including the gang's scourge from the national and local perspectives to devise necessary intervention strategies.
- Provide necessary advisory and technical support in helping HNP address the security-related incidents through a systematic approach of prevention, suppression, and intervention's strategy.
- Work with other international partners on developing HNP capacity to address the gang's problems from all aspects of interventions.
- Actively participate in and provide direct technical support to the HNP in preparing plans prior to anti-gang operations.
- Provide technical support to HNP to engage with other community-based groups in building community resilience and intervention actions to address the gang's issues.
- Work with other relevant partners to share information and intelligence to target and take appropriate measures to counter the gang problems by arresting and bringing gang's members to criminal proceedings.
- While dealing with gang-related issues, the incumbent will also take the lead the efforts related to the assistance and interventions in other matters of law and order and police operational needs, including special events such as elections, crises management issues and other critical incidents.

- Work closely within the mission and outside partners to identify and solicit necessary support to build the HNP crowd control and operational capacity through short-, mid-and long-term capacity-building initiatives.
- Assist with the support from other partners in setting an excellent Gang-related database within the HNP and coordinate with all other cross-cutting entities to identify linkages to the crime and criminal nexus of illicit funding and organized crimes.
- Assist HNP in undertaking effective anti-gang public information and awareness initiatives by providing briefings, lectures, or other necessary interactive sessions when requested.
- Provide analytical briefings and regular updates on the gang-related issues to the mission leadership and others to attract a sustained support for the HNP efforts in addressing gang-related matters.
- Assist the HNP to coordinate with donors in the development of training activities, workshops and seminars and develops partnerships on gang-related matters.
- Prepare talking points, speeches, and take notes when accompanying the Police Commissioner or the Senior Police Adviser and provide initial and final drafts of documentation in addressing gang-related matters.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter with full comprehension of the human rights standards in investigation; 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. 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 inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of relevant progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 7 March 2023

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

In accordance with the UN 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.