

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Deputy Police Commissioner (D1)
Organizational Unit	African Union/UN Hybrid Operation in Darfur (UNAMID)
Duty Station	MHQ El Fasher
Reporting to	Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	30 April 2018
Job Opening number	2018-UNAMID-68122-DPKO

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

RESPONSIBILITIES:

Under the overall supervision of UNAMID Police Commissioner and within the framework of the AU/UN Memorandum of Understanding (MOU), the Deputy Police Commissioner will report directly to UNAMID Police Commissioner. He/She will oversee overall Administration and Operational coordination of command and control toward mandate implementation. He /She will provide guidance on field operations. Information management, Liaison with Government of Sudan Police and relevant stakeholders, Human & Physical Resources Management and Integrated Assessment Planning of the Police Component.

He/she shall support Police Commissioner in ensuring effective implementation of UNAMID Mandate and will be responsible of the following,

- Assisting PC in ensuring that all aspects of the mandate are vigorously pursued through effective and efficient coordination of Police mandated activities of UNAMID Police personnel.
- Advising Police Commissioner in formulation of policy directives, plans and programmes implementation in the Mission area; actively participating in the formulation and implementation of the UNAMID Police Concept of Operations; formulating and synchronizing Police Work Plans at various levels in line with the mandate implementation, conduct review and monitor implementation of coordinated activities of UNAMID Police staff.
- Ensuring implementation of effective monitoring of activities of the Government of Sudan Police in Darfur and police of the Movements in camps for internally displaced persons, demilitarized and buffer zones and areas of control;
- Ensuring Gender mainstreaming within the operational environment of the five states of Darfur;
- Ensuring that short , medium and long-term strategic plan is developed and implementation in line with the Government of Sudan Police in Darfur and police of the Movements to improve policing capabilities in Darfur;
- Ensuring that plans are developed, implemented and monitored to effectively deliver on operational policing tasks by IPO's and FPU's;
- Coordinating review of operational activities and implementation of initiatives to redress implementation gaps identified, including after action reviews on Performance Management and evaluation all incidents in the operational environment;
- Coordinating implementing of directives from the Police Commissioner and offer advice and comments to the Police Commissioner as appropriate;

- Developing and maintaining a close professional relationship with the Government of Sudan Police in Darfur and police of the Movements at the most senior levels in order to facilitate the execution of the mandate;
- Ensuring development of Contingency Plans in consultation with UNDSS and stakeholders on crisis management mechanisms with clear scenarios on significant incidents or threats in the mission;
- Ensuring coordinated planning with relevant stakeholders for the identification of relevant actions and/or projects to redress root causes of conflict and crime in communities;
- Developing and implementing effective monitoring and evaluation mechanisms to ensure compliance to strategic objectives;
- Overseeing operational readiness of FPU's in preparation and execution of tasks, including COE, as well as the physical and psychological readiness of members;
- Ensuring the effective and efficient administration of mission Police assets and personnel under his/her functional area;
- Ensuring that police resources under his/her functional area operate in harmony with other mission components at all times and in the spirit of a unified mission in order to achieve the common goals;
- Implementing an effective performance management system at all levels in the operational and planning environment;
- Implementing internal development programmes toward skills development and capacity building of personnel;
- Ensuring implementation of pro-active and reactive disciplinary processes to ensure the highest standards of professional conduct and behavior of personnel.
- Drafting Police policies, SOPs, procedures and guidelines in close coordination with DPKO Police Division;
- Ensuring all Police initiatives are coordinated with the local counterparts and Mission stakeholders and other agencies operating in Darfur;
- Coordinating, harmonizing the Result based Budgeting (RBB) process with DPKO, Police Division and the Mission;
- Coordinate capacity building of the Government of Sudan Police in Darfur with other mission agencies, international and bilateral partners in police development and take a leading role in all joint planning and policy making activities in the Mission;
- Advise, initiate and coordinate formulation of policies with regard to community policing, movement police, reform and restructuring, GoS Police issues, Training matters, Project/Donor liaison, gender issues and other subject desired by the Police Commissioner to facilitate mandate implementation;
- As required, deputizing for the Police Commissioner and represent the mission on behalf of the Police Commissioner;

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 equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in planning, development and implementation of policing programs, management and administration; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and demonstrable abilities to establish priorities and to plan, coordinate, and monitor 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates

openness in sharing information and keeping people informed.

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.

Judgment/Decision-making: identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Public Administration, Human Resources Management, Social Sciences, Development Studies, Change Management. A first level university degree with a combination of relevant academic qualifications and extensive experience in police operational management and law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Doctorate will be an added advantage.

Work Experience: A minimum of 15 years (17 years in absence of advanced degree) of experience in active national law enforcement is required, including at least 8 years of active police experience at senior policy making level, with extensive strategic planning and management experience in the areas of operations, human and financial resources, police administration, training and standard operating procedures (SOP) development. Peacekeeping or other international experience in the UN or other organizations is desired.

Rank: Chief Superintendent of Police, Deputy Police Commissioner, Deputy (Assistant) Inspector General, equivalent to Brigadier General in the military or higher rank.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 13 February 2018

More information for candidates:

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

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 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.