

SKILL SETS AND EXPERTS PROFILES

updated in October 2020

* The figure before slash (.../) reflects total number of vacancies during the 6-month period; the figure after slash (/...) reflects the number of high demand/critical vacancies areas requiring soonest filling.

**UNITAMS is a new mission with limited number of IPOs required. Deployment is subject to budget availability. Separate call for police specialists is being prepared; no nominations should be made before the formal vacancy announcement is published.

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNITAMS**	UNISFA	MONUSCO	MINUSCA - armed mission	MINUSMA - armed mission	UNSOM	UNVMC (Colombia)
1	Command	1.1. Supervision/management of police infrastructures/units					1		3/2	2/2		
		1.2. Commanding police operations		2	2/2			7		1/1		
		1.3. Organizational planning			3/2		1		2/2			
		1.4. Liaison functions in various areas + negotiation and mediation		3			1/1	3		4/3	1	1510
		1.5. Other (to be specified)										
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.			3/3			15		5/2		
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			5		5/2	7	8/6	7/2		
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)							1/1	5/1		
		2.4. VIP protection and security							9/3	1/1		
		2.5. Riverine police operations.			5							
		2.6. Incident control and Search and Rescue Operations			5/2		5			2/1		

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3	Capacity Building and Development (incl. civilian experts)	3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified)								2/2			
		3.12. Training organization and management;			5/2	1/1	1/1	2	2/2	2/2			
		3.13. Curriculum and training plans development;			10/5		1	2	1	2			
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.			5/2		1/1	21	7/7	8/2			
		3.15. Training-the -trainers			7/5		1/1	6		3/2			
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.			5		1/1	12	7/3	3/2			
		3.17. Weapons handling training (non-lethal and fire arms)							2/2	3/2			
		3.18. Traffic management, traffic safety, including all vehicles related policing issues						2/2		2/1	1/1		
		3.19. Security of Airports and other large strategic infrastructures				4/2				2	1/1		
		3.20. Border security, customs, immigration etc.								2/2	4/4		
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime			2					31	1/1	5/1	
		3.22. Livestock protection						1/1					

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3	Capacity Building and Development (incl. civilian experts)	3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management					1/1	22		7/3		
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			10	3/3	7/4	16	13/10	7/2		10
		3.25. Criminal intelligence analysis and management			7		1		1/1	2/1		10
		3.26. Criminal records/data base management			10		1		1/1	2/1		
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.			3/2		1	20	2/2	3/2		
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)					1/1	1				
		3.29. Cyber crime					1/1	2		2		
3.30. Other (to be specified)							12		10			
4	Administration	4.1. Logistics, asset management, fleet management		1/1	3/2		1		3/3	2/2		
		4.2. Human resources management					1/1	1	3/3	3/3		
		4.3. Internal affairs, discipline management, professional standards			3/1	3/3	1	2	1/1	1		

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4	Administration	4.4. Audit/inspection of police units;					1	10					
		4.5. Public relations			2		1/1			2/2			
		4.6. Legal support, drafting of police acts, policies and guidelines.			2/2		1	4	2/1				
		4.7. Weaponry, armory management and inspection, gunsmith, weapon safety and storage, shooting range								2/1	1/1		
		4.8. IT: database development and administration, system design, computer programming, network specialists.			3/2				1	3/3	1/1		
		4.9. Other (to be specified)						2/2		1/1			

UNFICYP

- 2 positions with combined skilsets 1.2 & 1.3
- 1.4 - Liaison Officer with Civil Affairs expertise

UNITAMS

- 9 specialists with the expertise 2.7 & 2.8
- 3 specialists with the expertise 3.24, 3.25, 3.26, 4.3
- 1 specialist with the expertise 3.12, 3.13, 3.14, 3.15
- All IPOs are desired to have expertise 3.1 & 3.6

UNISFA

- 4.9 - 2 Corrections Officers

MONUSCO

- 3.30 - 10 trainers on penitentiary duties
1 War Crimes investigation
1 DNA Forensic expert

MINUSCA

- 4.9 - statistics and reporting

MINUSMA

- 3.30 - 1 electrician for determining electric circuits in explosives

1 chemist for determining chemical composition of explosives
5 jammers

UNMIK

In total 3 posts are to be filled within 6 months:

- one Operations Liaison Officer (required expert's profile 2.9)
- two INTERPOL Liaison officers (required experts' profile 3.21)

UNSOM

- 4.9 - Reporting

**UNVMC
(Colombia)**

Working language of the Mission is Spanish