

## SKILL SETS AND EXPERTS PROFILES

updated in April 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.

\*\*Due to UNAMID reformatting, the requirements for skill sets may change in the future. The new requirements for the new mission will be shared separately once finalized.

\*\*\*MONUSCO is being re-formatted and, hence additional specific skill set requirements, including Specialized Police Teams, may be forwarded to the Police Contributing Countries separately.

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID**	UNISFA	MONUSCO	MINUSCA - armed mission	MINUSMA - armed mission	UNSOM
1	Command	1.1. Supervision/management of police infrastructures/units			2/2	9/2	1	5/1	3/2	1/1	
		1.2. Commanding police operations		2	3	9/2		4		1/1	
		1.3. Organizational planning				1/1	1		2/2		
		1.4. Liaison functions in various areas + negotiation and mediation			12/5	2/1	1			1	1
		1.5. Other (to be specified)								1	
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.			2/2			5/2	2/2	2/1	
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			8/7	23/4	2/2	4/1	8/6	7/5	
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)							1/1	5/1	
		2.4. VIP protection and security							9/3		
		2.5. Riverine police operations.			1/1					1/1	
		2.6. Incident control and Search and Rescue Operations			5		5				

		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			5/5	17/5	10	2/1	13/6	5/4	
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			10/5	9/3	19/10	3/1	25/10	10/5	
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID**	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSO
2	Operations	2.9. Crime/data analysis, crime trend recognition	2/1		5/3	4/4	1	3/3	4/4	3	
		2.10. Generic police patrol duties		30	50/36	122	46	3/2	28	7/2	
		2.11. Other (to be specified)								2/2	
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management				6/4		1	4/4	4	
		3.2. Institutional building					1				
		3.3. Reform and Restructuring						1/1	5/3	1/1	
		3.4. Donor Aid Coordination							2/2	1/1	
		3.5. Change management							7/5		
		3.6. Advisory assistance			10/1						2/1
		3.7. Police infrastructures administration									
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.			3/3		2		5/2		
		3.9. Fiscal management, budget development, payroll system management, financial auditing.					1		2/1	1	
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.					1			1/1	

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID**	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM	
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)										
		3.12. Training organization and management;			10	2/2	1	2/1	2/2			
		3.13. Curriculum and training plans development;			10/3	2/2	1		1			
		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.			5/5	6/3	1		1/1	4		
		3.15. Training-the -trainers			3/3	4/2	1			1/1		
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.				4/2			7/3	3		
		3.17. Weapons handling training (non-lethal and fire arms)							2/2	2/2		
		3.18. Traffic management, traffic safety, including all vehicles related policing issues				5		1		2/1	1/1	
		3.19. Security of Airports and other large strategic infrastructures								2		
		3.20. Border security, customs, immigration etc.						1		2/2	1	
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime		1/1		2				1/1	3/2	
		3.22. Livestock protection						1				

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID**	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSO	
3	Capacity Building and Development (incl. civilian experts)	3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management										
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			10/8	4/2	12	7/3	13/10	2		
		3.25. Criminal intelligence analysis and management			10/5				2/1	1/1	3/2	
		3.26. Criminal records/data base management			2/1	2/1	1		1/1			
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.			2	6/4			3/3	2/2	4/1	
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)						1	3/1		2	
		3.29. Cyber crime									1	
		3.30. Other (to be specified)		3/2								
4	Administration	4.1. Logistics, asset management, fleet management			3/1	6/2	1		3/3	1/1		
		4.2. Human resources management		4	2	7/3	1	2/1	2/2	2/2		
		4.3. Internal affairs, discipline management, professional standards			2/1	2/2	1	1	1/1			

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID**	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM	
4	Administration	4.4. Audit/inspection of police units;				2/2				2		
		4.5. Public relations			1/1	2/1						
		4.6. Legal support, drafting of police acts, policies and guidelines.			2/1	4/2	1		2/1			
		<del>4.7. Weaponry, armory</del> management and inspection, gunsmith, weapon safety and storage, shooting range								2/1	1/1	
		<del>4.8. IT: database development and administration, system design, computer programming, network specialists.</del>			2/1	8/8		1/1	3/1	1/1		
		4.9. Other (to be specified)						7/2		1/1		1

- UNFICYP**
- 1.2/1.3/1.4 - two (2) persons in total with all three skillsets (one 1.2 and two 1.3-1.4 are needed soon).
  - 3.30 - Civil Affairs

- UNISFA**
- 4.9 - one Public Information Officer and six Corrections Officers (2 needed soon)

- MINUSCA**
- 4.9 - statistics and reporting

- MINUSMA**
- 1.5 - Chief of Staff
  - 2.11 - drone pilots
  - 3.1 - civilian engineers

- UNMIK**
- In total 2 posts are to be filled within 6 months:
- two Operations Liaison Officers (required expert's profile 2.9)
  - one INTERPOL Liaison officer (required experts' profile 3.21)

- UNSOM**
- 4.9 - Reporting

